



St. Andrew's

C.E. Primary School

LEARNING, LOVING, GROWING TOGETHER
IN GOD'S SIGHT

Headteacher recruitment pack



Broom Avenue,
Levenshulme,
Manchester, M19 2UH





Dear Candidate

Thank you for your expression of interest in becoming the new Headteacher at St Andrew's C E Primary School. This post is advertised following the retirement of the current Headteacher after many years of service to the school.

At St Andrews our vision is to provide an exceptional and rounded education that nurtures the whole child, preparing every pupil for a lifetime of learning, achievement, and social responsibility, with our Christian values at the centre of our identity.

We have a fantastic school, with caring and kind pupils, who achieve their best in the range of academic, sporting, cultural, arts and music streams on offer at the school. The staff are committed and dedicated in their roles in teaching and supporting the pupils as well as their colleagues.

We aim to be the school of choice for Levenshulme families looking for values driven education. We take pride in offering a dynamic, and forward-thinking learning environment where every child in our diverse community can be respected and supported to flourish.

We also aim to be a school which is an enriching place for our staff to work, passing on an enthusiasm for life and learning to our pupils.

The Governing Board acknowledges that St Andrew's, alongside other local schools, face current challenges with a falling school roll. Local factors include the rising cost of rent forcing families out of the area and a falling birth rate.

However, with a visionary Headteacher, there are opportunities for the school to develop in new ways, while continuing to provide a wonderful education and meet the needs of the wider community.

The Governing Board is looking for a talented person to be our next headteacher who shares our vision and values and will lead from the front to guide St Andrew's into its next chapter.

Thank you for taking the time to consider the post, and we look forward to hearing from you.

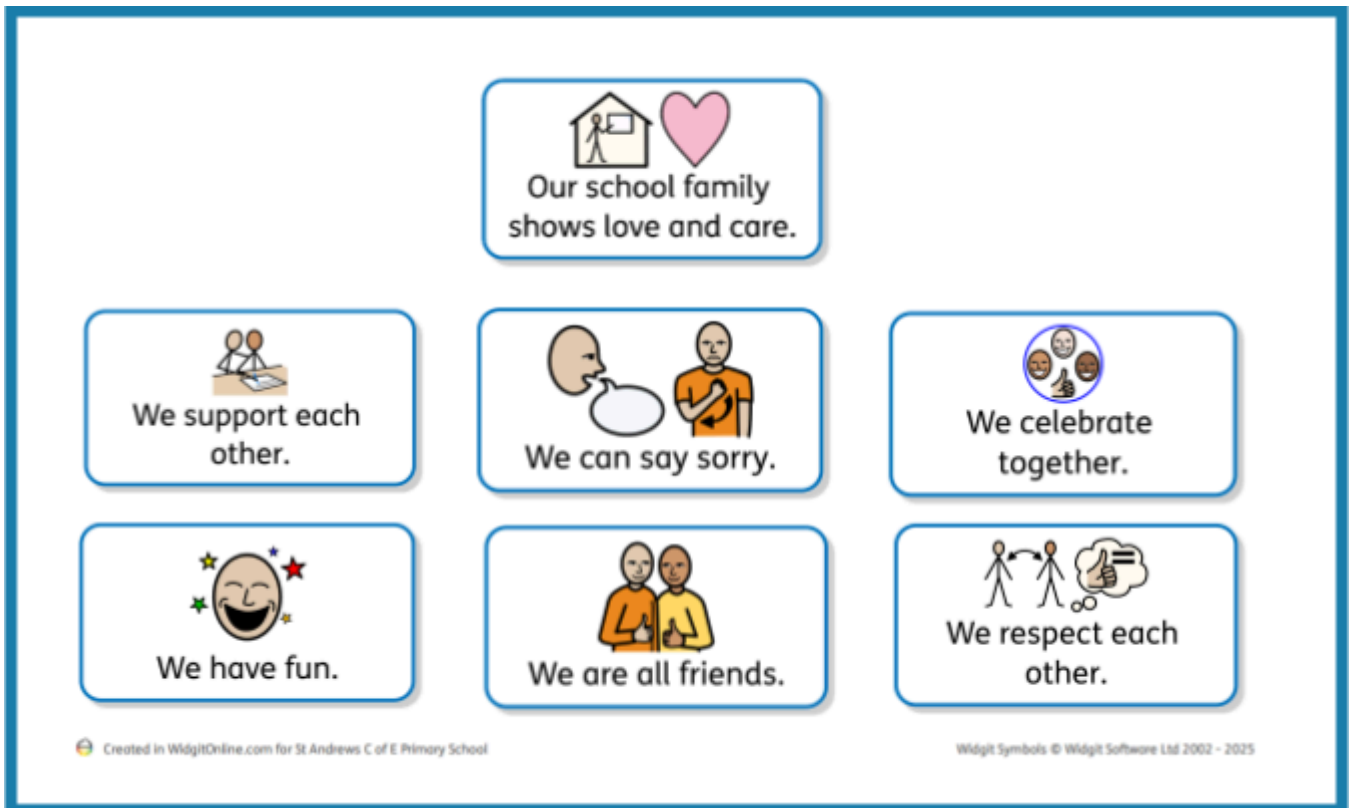
Kind regards,

Chantelle

Chantelle Kay-Boom
Chair of Governors




Our School Christian Values:



Our Ambition

Over the coming years, we will continue to develop as a leading school that sets the standard for values driven education. Our strategic priorities include:

- Continuing our proud position of gaining higher than national average achievement across core subjects by the time children leave St Andrew's.
- Enhancing our academic curriculum to promote creativity and real-world application, taking a lead in areas like caring for our environment.
- Valuing the whole person, their mental health and well-being, to ensure that all pupils and staff feel safe, supported, and inspired to achieve.
- Improving our school facilities, both inside and outside, to provide the best possible learning environment.
- Expanding our enrichment opportunities in outdoor education, sports, music and the arts to develop confidence and talent, including through school trips and clubs.
- Deepening our community partnerships to extend learning beyond the classroom



As a school, we are committed to developing confident, compassionate, and capable young people with the personal values that enable them to contribute positively to our diverse community. Whilst striving for academic excellence, we believe in an education that goes beyond academic ability, ensuring that each pupil develops in their faith, and has the opportunity to thrive in other areas like sports and the arts. We celebrate difference in a way that fulfils our Christian values of respect and support for each other.

Our School Locality

Levenshulme is a multicultural community, half-way between Manchester city centre and Stockport, with the A6 being a major feature.

St Andrew's school grounds sit on the edge of Levenshulme, adjacent to Highfield Country Park and with an entrance from the hugely popular Fallowfield Loop, which allows children to walk, cycle and ride their scooters safely to school.

St Andrew's school enjoys close links with the parish churches of St Mark's and St Peter's within the Benefice of Levenshulme.

Our school proudly serves the diverse and vibrant community of Levenshulme, and we have Christian values which include celebrating differences and respecting all.

School Information


We are a two-form entry Voluntary Aided Church of England Primary school, serving the local community in Levenshulme.

The current school building was built in 1992 and significantly expanded in 2010 when the school grew to be a two-form entry.

Owing to reducing children numbers locally, we are currently only operating one-form entry in EYFS and KS1 classes.

There are extensive grounds, both tarmac and grass covered. In addition, Nursery and Reception have a large well equipped outside learning area. We have a loved garden area where our children have opportunities to grow various plants and food.

We have a KS1 SEND class, which we call the 'Beehive' and we host a Resource Provision for Deaf children, called 'The Listening Room', focusing on children with Cochlear Implants on behalf of the local authority. In addition to some independent learning, these children also join our mainstream classes.



We have places for 420 children, as well as an onsite nursery with up to 24 half-time places covering Monday, Tuesday and Wednesday mornings. As of January 2025, we have 319 children on roll, excluding Nursery.

We currently have the following number of staff:

- 1 Headteacher
- 1 Deputy Headteacher (current Designated Safeguarding Lead)
- 1 Assistant Headteacher (current SENDCO)
- 19 teachers (12 full time and 7 part time)
- 9 Teaching Assistants and 9 SEND Support workers
- 2 lunchtime organisers
- 1 Finance Officer
- 1 Attendance and Safeguarding Officer
- 1 Receptionist
- 2 Deaf provision unit teachers
- 4 Deaf provision unit Teaching Assistants

Our Next Headteacher

We are looking for an exceptional leader who can lead from the front in:

- Continuing to drive our Christian distinctiveness and embed the school's Christian values in everything that we do
- Striving for educational excellence
- Working with our committed staff, bringing drive and excitement for the future of our school
- Increasing our profile and engagement with our parent community and subsequently prospective parents to ensure that we are a school of choice for values driven education
- Embracing the diverse community that is Levenshulme
- Developing the whole school approach in response to growing SEND needs.



Job Description – Leadership Point 18 to 24

HEADTEACHER'S STANDARDS (statutory requirement)

Personal and Professional Conduct

A Headteacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

The Head Teacher will uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:


1. Treating pupils with dignity, building relationships rooted in mutual respect, and at all times
2. Observing proper boundaries appropriate to a teacher's professional position
3. Having regard for the need to safeguard pupils' wellbeing, in accordance with statutory provisions
4. Showing respect for the rights of others
5. Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, including for those with different faiths and beliefs
6. Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law
7. Having proper and professional regard for the values, policies and practices of the school, and maintain high standards in their own attendance and punctuality
8. Having an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

HEADTEACHERS' STANDARDS 2020 (non-statutory requirement)

These standards are categorised into three identified domains, all underpinned by governance and accountability. They outline the broad and holistic nature of the Head Teacher role:

Culture and ethos

- school culture
- behaviour
- professional development



Curriculum and teaching

- teaching
- curriculum and assessment
- additional and special educational needs

Organisational effectiveness

- organisational management
- school improvement
- working in partnership

CHURCH OF ENGLAND VISION FOR EDUCATION

The Head Teacher will ensure that the school reflects the Church of England Vision for Education by ensuring it promotes:

1. Educating for Wisdom, Knowledge and Skills
2. Educating for Hope and Aspiration
3. Educating for Community and Living Well Together
4. Educating for Dignity and Respect

Person Specification

The applicant will be required to safeguard and promote the welfare of children and young people.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Faith Commitment

To be able to demonstrate their knowledge and understanding of the following in the context of a Church of England school.

	Essential	Desirable	Source Application Interview Reference
A person prepared to promote the ethos and values of a Church of England school.	E		AIR
A Practising Christian		D	AIR
Provide leadership in Collective Worship that reflects the Christian identity of the school	E		AIR
Ways of developing religious education and worship compatible with the school inspection framework	E		AIR
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	E		AIR

[B] Qualifications requirements

Qualified teacher status	E		A
Evidence of Continuing Professional Development relating to school leadership and curriculum development	E		A
NPQH or other leadership qualification (or willingness to work towards)	E		AI
Christian Leadership qualification and/or experience		D	AIR
SENDCo Qualification		D	A
DSL Safeguarding Qualification	E		A

[C] Experience: Recent and successful experience of:



Leadership in a primary school including staff management	E		AIR
Teaching at primary school Leading curriculum development Tracking pupil progress, planning appropriate interventions and monitoring the impact of actions taken	E		AIR
Having a significant positive impact on outcomes and progress for pupils, regardless of their individual, special or additional needs	E		AIR
Positive behaviour management	E		AIR
Working in the church school sector		D	AIR
Teaching in more than one key stage		D	AIR
Working with school stakeholders, enhancing relationships, creating a hospitable community	E		AIR
Working with external agencies for the wellbeing of pupils and their families		D	AIR
Managing a delegated budget in line with the school's Ethos		D	AIR

[D] Wisdom: Demonstrate wisdom through understanding of:

Safeguarding and Child Protection guidance	E		
The distinctive Christian character of a Church of England school as expressed through its vision, values and ethos	E		AIR
Issues relating to the leadership and management of a church school in a multicultural setting	E		AIR
Principles for the development of effective teaching and learning to reflect the needs and worth of every pupil	E		AI
Strategies to develop partnership with families, and relationships with church and the local community	E		AIR
The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and families	E		AIR





The legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment	E		AIR
Strategic financial planning		D	AIR

[E] Professional Attributes

Demonstrate an understanding, awareness and empathy for the needs of the pupils at St Andrew's CE Primary School and how these could be met.	E		AIR
Excellent written and verbal communication skills.	E		AIR
To be a leader of teaching and learning, demonstrating, promoting, modelling and encouraging outstanding classroom practice.	E		AIR
Foster good teamwork through promoting a sense of community.	E		AIR
Manage own workload and that of others to allow a positive work-life balance	E		AIR
Demonstrate a good commitment to sustained attendance at school	E		AIR





How to Apply

Complete the Application form on [Teaching, leadership and support jobs - Teaching Vacancies - GOV.UK](#)

[Headteacher - St Andrew's CofE Primary School, Levenshulme, Manchester - St Andrew's CofE Primary School - Teaching Vacancies - GOV.UK](#)

References will be requested if shortlisted and will need to be received before the interview day.

Please note two full references and an optional faith reference will be required. If shortlisted we will contact you directly for the second referee's details.

Deadline for Applications:

Friday 25 April 2025

Interview day 1:

Thursday 8 May 2025

Interview day 2:

Friday 9 May 2025

Start Date:

Ideally 1 September 2025

Visits:

For an informal discussion about the role, or for those interested who wish to look around the school please contact Chantelle Kay-Boom to arrange. School visits will be conducted on Wednesday 23 April and Thursday 24 April 2025 during school hours.

chantelle@st-andrews.manchester.sch.uk or 07734 625 336