



**LIGHTHOUSE**  
SCHOOLS PARTNERSHIP



**Winford**  
Church of England  
Primary School

**Application Pack**  
March 2025

# Headteacher

**Winford Church of England Primary School**



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# Headteacher

Start date: 1 September 2025

Permanent full-time contract

Pay Scale: L13 - L18

Salary: £66,919 - £75,675 pro-rata per annum

## Welcome from the Chief Executive

Dear Applicant,

Thank you for your interest in the role of Headteacher at Winford Church of England Primary School. Winford is a wonderful school and many of its strengths were highlighted in its recent Ofsted inspection. There were also some areas identified where further improvement is required and we are committed to addressing these in coming months. The new Headteacher will have the full support of my team and the staff at the school in leading this change.

### We are looking for a leader who will:

- Inspire staff and pupils to be their best by sharing a vision of excellence that supports all to flourish
- be ambitious for the school's future and lead its growth and development
- fully engage in the work of the whole of Lighthouse Schools Partnership and bring skills and opportunities to the Trust
- support the continued journey at Winford with a focus on informed practice in all areas of curriculum and pedagogy to ensure the best educational opportunities for all pupils
- bring a track record of success in enabling all pupils to reach their potential, including disadvantaged and SEND children
- have the knowledge and qualities needed to continue to develop colleagues so that they achieve the highest standards of teaching and learning
- demonstrate a personal commitment to inclusion and diversity
- positively embrace and develop the school's Christian character
- enjoy celebrating the team's successes.

I hope that you are interested and decide to apply. If you wish to discuss the role informally prior to making an application, please contact [Debbie Coker, Director of Inclusion](#).

Applications should be submitted via our online eRecruitment system here: [job search \(webitrent.com\)](#)

Deadlines for applications, addressing the person specification, are to be submitted by **12 noon Tuesday 22 April 2025**. Proposed interview dates 1 and 2 May 2025.

Dr Gary Lewis

**Chief Executive**





‘Where children  
flourish’



## Welcome from Chair of Governors

Dear Applicant,

Thank you for your interest in the post of Headteacher here at Winford Church of England Primary School.

We are proud of the values, opportunities and facilities that we can offer to children and families in the local area. Winford CE Primary School has been serving the local community since 1846 and continues to play a key role as a school and as an integral part of this vibrant Chew Valley village.

Our school prides itself on its caring and nurturing culture, where every child is valued and encouraged to reach their full potential. We believe in providing a holistic education that goes beyond academic achievement, fostering creativity, critical thinking, and personal growth. You can find out more about our school, and our vision and values [on our website](#).

From forest school activities to innovative STEM projects, we strive to inspire a love for learning in every child. Our strong links with the local church and community further enrich our pupils' experiences, instilling values of compassion and civic responsibility. We are seeking a dedicated leader who can build upon our strengths and address the areas where we need to improve further.

This pack should contain much of the information that you will need. However, as this is an exceptionally important process for the school and a significant decision in your own professional career, please do not hesitate to contact us if you have any questions. We would encourage prospective candidates to visit our school prior to application. Visits can be made on Friday 28th March at 9.30am and Wednesday 2nd April at 1.30pm. To book a visit please email Eleanor Capel Davies via [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk)

I hope that you will feel encouraged to submit an application to us, and may I thank you in advance for the thought and effort that this will inevitably entail.

With best wishes

John Miles

**Chair of Governors**

# Trust Vision and Values




**LIGHTHOUSE**  
SCHOOLS PARTNERSHIP

## We believe that:







**“I have come that they  
may have life and have  
it to the full.” John  
10:10**

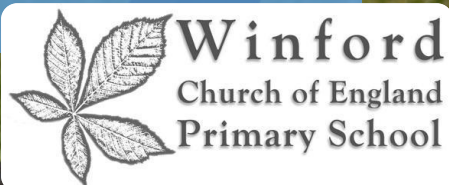
# Headteacher

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Winford is a popular, one-form entry school, educating pupils from 4 to 11 years. The school's vision is to be a place 'where children flourish and are valued, nurtured and encouraged as individuals to fulfil their potential within a Christian environment'

We want our children to flourish academically, emotionally, personally and spiritually. Everything we do is underpinned by the idea of children flourishing in one way or another. We develop our children to enrich the lives of others and show love and respect within our school community. You can see more about how this is worked out in practice [on our website](#).

Winford is developing a strong curriculum based on Lighthouse Schools Partnership core curriculum and we will continue to work on its implementation so that pupils can develop a firm grasp of their subjects that enables them to understand their world and that also provides a strong foundation for their future learning. This is supported by a strong behaviour curriculum: pupils' conduct and good manners are typically considered great strengths of the school. Winford's recent [Ofsted inspection](#) identified many positives but also noted areas for improvement, particularly the implementation of some parts of the curriculum and the way in which provision is overseen. The school will have the full support and resource of Lighthouse Schools Partnership in rapidly closing these gaps.

The [SIAMS inspection in November 2022](#) was very positive indeed and this aspect of school life continues to flourish enjoying very strong links in the community and with the local church.

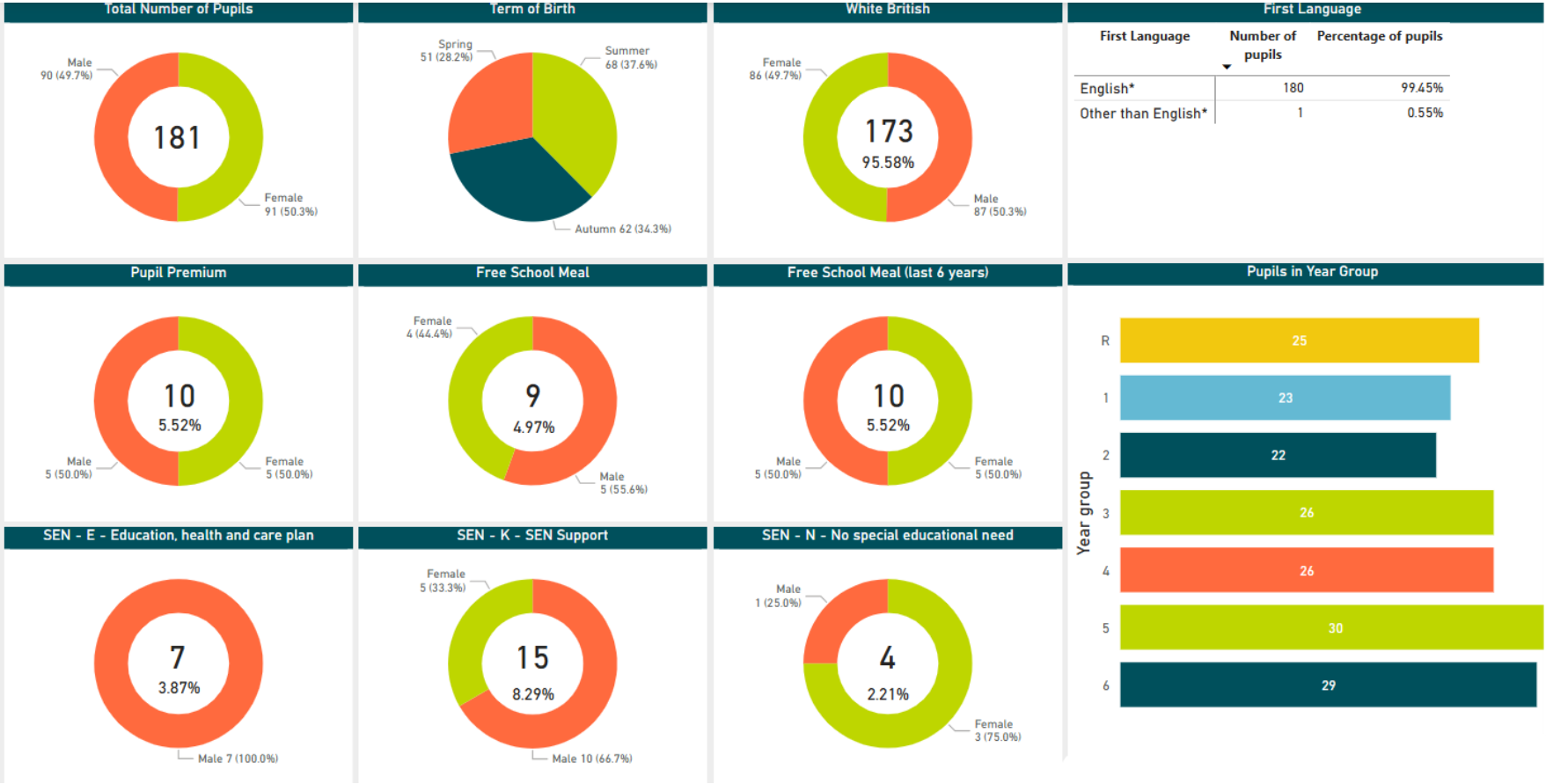
The school is situated on a beautiful site and benefits from modernised and well-maintained Victorian buildings which connect to a spacious and modern extension.





# School Context

## Key Data at March 2025





A background image showing a classroom with children in red uniforms. A girl in the foreground is looking down at a book, and a boy next to her is also looking down. The image is slightly blurred to focus on the text overlay.

# School Leadership within Lighthouse Schools Partnership



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Working as a Headteacher within the Lighthouse Schools Partnership (LSP) offers advantages that contribute to both professional growth and personal well-being. The LSP is a well-established multi-academy trust comprising 33 primary and secondary schools across North Somerset and Bath and Northeast Somerset, serving nearly 13,000 students and 1700 staff. This expansive network provides a dynamic and supportive environment for our Headteachers.

## **Collaborative Leadership and School Improvement**

Within the LSP school improvement is a collaborative and strategic endeavour, placing Headteachers at the core of self-evaluation and shared learning among schools. This approach fosters a culture where best practices are disseminated, and innovative strategies are developed collectively. As a Headteacher, you are empowered to lead your school while benefiting from the collective wisdom and support of a broad network of educational leaders.

## **Supportive Community and Governance**

Being part of the LSP means joining a supportive and active governing body, along with encouraging and involved parents. This community fosters a positive atmosphere where headteachers can thrive, knowing they have a robust support system. The partnership's commitment to safeguarding and promoting the welfare of children and young people ensures that Headteachers operate within a framework that prioritises student well-being.

## **Commitment to Equality and Inclusion**

The partnership is deeply committed to equity, striving to ensure that all pupils achieve their full potential. This commitment involves prioritising the experiences and progress of disadvantaged and vulnerable learners. As a headteacher within the LSP, you have the opportunity to implement and influence policies that break down barriers and create inclusive educational environments, thereby making a significant impact on students' lives. We have a Director of Inclusion and a SEND and Inclusion Team who work closely with our school leaders to support the development of inclusive practice within each LSP school. They are on hand to support and advise in specific cases as needed!

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A young child with brown hair, wearing a blue jacket, is holding a colorful beach ball with both hands. The child is looking at the ball with a focused expression. The background is a blurred outdoor setting with green grass and trees.

# School Leadership within Lighthouse Schools Partnership



## Professional Development Opportunities

The LSP places a strong emphasis on continual professional learning, delivered through Lighthouse Learning. Headteachers have access to meaningful Continuing Professional Development (CPD) programmes, mentorship, coaching and training opportunities designed to enhance leadership skills and educational expertise. This focus on professional growth ensures that you remain at the forefront of educational best practices and leadership strategies.

## Comprehensive Employee Benefits

Understanding the importance of staff wellbeing, the LSP offers a comprehensive benefits package.

This includes:

- Access to a 24-hour confidential Employee Assistance phoneline
- Healthcare Cash Plan
- Cycle to work discounts
- Retail discounts

These benefits are designed to support the personal and professional wellbeing of staff, allowing them to focus on their pivotal role in education.

Staff surveys show our school leaders are supported by the Trust and value the opportunities to work collaboratively across our schools. Most are eager to stay within our Trust and take advantages of the career development we offer.

The background of the slide is a photograph of a church tower with multiple spires, set against a clear blue sky. In the foreground, there are some trees and a stone wall. A semi-transparent blue rectangular box is overlaid on the lower left portion of the image, containing the title and the Diocese of Bath & Wells logo.

# Links to Church and Diocese



Being a Church School is important to us and serving our local community is central to Winford CofE Primary School. Our partnership with our local churches is active and strong and enriches the lives of all in our community. We welcome all regardless of faith or belief. We aim to value faith and encourage reflection on Christian values and tradition within the wider context of collective worship and the whole curriculum.

Our SIAMS report in November 2022 described Winford like this:

*"This is a welcoming school with a Christian ethos based on care and kindness. The flourishing of pupils and adults is at its heart. The shared and aspirational Christian vision and associated values, drives daily life at the school. Leadership at all levels is vision driven and this commitment to academic and pastoral achievement enables pupils to progress."*

*"The regular presence in school of the chair of governors, who is a Baptist minister, and his contribution to the school's Christian life supports the pastoral care of pupils and adults. To encourage pupils to flourish, the local church and community work closely with the school. The rector delivers collective worship in school and pupils visit the local church to celebrate Christian festivals and to learn about the church building. An 'Open the Book' team delivers Bible stories in collective worship every fortnight and the children say that they enjoy this as they are invited to participate."*

Our schools are supported by a member of the Central SLT who leads on Christian Character, and we encourage our Heads of CofE Schools to make full use of the Diocese of Bath and Wells' extensive programme of training, events, conferences and retreats so that they are fully able to develop this central aspect of school culture. It is not essential for candidates to have church school experience, but we will want to appoint someone who is both comfortable and enthusiastic about what the school's church foundation can bring to children and their community. Church of England schools are not 'faith schools' but are for the whole community and we will expect the new Headteacher to be able to develop a school that is inclusive in every sense.





# Headteacher

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Permanent full-time contract

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## Job Description

### **Purpose of the post:**

To provide professional leadership of the school, securing its continuing success and improvement, ensuring high quality education for all its pupils and excellent standards of learning, progress and achievement.

### **Reporting to:**

The Chief Executive of Lighthouse Schools Partnership (LSP) (or nominated designate) and the School's Local Governing Body.

### **Line Managed by:**

A member of the LSP Education Team and accountable to the School's Local Governing Body.

### **Headteacher Responsibilities:**

This job description reflects and references the DfE Headteacher Standards 2020.

### **Ethics and Behaviour**

- build relationships rooted in mutual respect, and always observe proper boundaries appropriate to this professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit the position, students' vulnerability or might lead students to break the law.

### **As the Head of the school community and the leading professional:**

- serve in the best interests of the pupils
- conduct yourself in a manner compatible with this influential position in society by behaving ethically, fulfilling the professional responsibilities, and modelling the behaviour of a good citizen
- uphold the obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for your own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system

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# Job Description

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## School Culture

- strengthen and sustain the school vision and ethos in partnership with the Local Governing Body and through consultation with the school community
- continue to create a culture where students experience a positive and enriching school life
- uphold ambitious educational standards which prepare students from all backgrounds for the next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism
- work with Governors and the LSP to ensure that Winford is the school of choice within its local community
- be ambitious for the school's future and lead its growth and development

## Teaching

- establish and sustain high-quality, expert teaching across all subjects and key stages
- built on an evidence- informed understanding of effective teaching and how students learn
- ensure that effective strategies are in place, closely monitored and reviewed, to continue to rapidly close the gap for disadvantaged students and other vulnerable groups
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment to shape and develop the curriculum

## Curriculum and Assessment

- ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure valid, dependable, and proportionate approaches are used when assessing students' knowledge and understanding of the curriculum

## Behaviour

- establish and sustain high expectations of behaviour for all students, built upon relationships, rules and routines, which are understood clearly by all staff and students
- ensure high standards of student behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair, and respectful approaches to managing behaviour ensure that adults within the school model and teach the behaviour of a good citizen

continued....





## Job Description

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### **Additional and Special Educational Needs and Disabilities**

- ensure the school holds ambitious expectations for all students with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable students to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers, and professionals, to identify the additional needs and special educational needs and disabilities of students, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties regarding the SEND code of practice

### **Professional Development**

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team, and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

### **Organisational Management**

- ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately in line with the School Improvement Plan, ensuring efficiency, effectiveness, and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing, and mitigating risk

### **Continuous School Improvement**

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit the school's effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

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#### **Working in partnership**

- forge constructive relationships beyond the school, working in partnership with parents, carers, and the local community
- commit the school to collaborate successfully with other schools and organisations within and beyond Lighthouse Schools Partnership in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all students

#### **Governance and Accountability**

- understand and welcome the role of effective governance, delivering leaders' obligations to give account and accept responsibility
- establish and sustain professional working relationship with the Local Governing Body and the Board of Trustees
- ensure that staff know and understand their professional responsibilities and are held to account ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

*This job description may not necessarily be a comprehensive definition of the post.  
It will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the holder of the post.*

Job Description



# Person Specification



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Essential Requirements		Form of Assessment
<b>Qualifications and experience</b>		
1	Qualified Teacher Status.	Application
2	Evidence of continuous professional development.	Application
3	At least three years of proven strong, successful leadership as a Deputy Headteacher or more senior role in a primary school.	Application, Reference & Interview/Assessment
<b>Leadership</b>		
4	<p>Be fully supportive of and committed to the aims and ethos of a Church of England school and be able to demonstrate the ability to maintain and develop the religious character of such a school</p> <p>Able to demonstrate and articulate church school distinctiveness</p> <p>Willingness to promote and embed the school's Christian vision and values in an inclusive way</p> <p>Able to model good collective worship</p>	Application, Reference & Interview/Assessment
5	The ability to think strategically and take the leading role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community.	Application, Reference & Interview/Assessment
6	Evidence of successfully implementing, managing and evaluating change.	Application, Reference & Interview/Assessment
7	The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement.	Application, Reference & Interview/Assessment
8	A clear understanding of and enthusiasm for current issues in education and evidence of embracing, implementing and embedding new research/approaches/technologies which are relevant to teaching and learning.	Application & Interview/Assessment

Pupils and staff		
9	Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning.	Application, Reference & Interview/Assessment
10	Significant experience in evaluating and using data to plan and improve pupil experience and outcomes.	Interview/Assessment
11	A clear understanding of what makes good and outstanding teaching and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	Interview/Assessment
12	A commitment to valuing, supporting and encouraging the professional development of all staff members.	Application & Interview/Assessment
13	An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of pupils.	Interview/Assessment
14	Experience in financial planning and budget setting.	Application & Interview/Assessment
15	A clear understanding of and commitment to promoting and safeguarding the welfare of children.	Application, Reference & Interview/Assessment
Community		
16	Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	Application, Reference & Interview/Assessment
17	A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools.	Application, Reference & Interview/Assessment

Personal qualities		
18	Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	Interview/Assessment
19	Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, governors and parents.	Application, Reference & Interview/Assessment
20	The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	Application & Interview/Assessment
21	Knows how to set limits on working life and supports others in doing so.	Application, Reference & Interview/Assessment

Desirable experience		
1	NPQH or equivalent	Application
2	Experience of working within a Church of England School and actively contributed towards its distinctive Christian character and ethos  Recent experience of Section 48 SIAMS inspection at a leadership level	Application
3	Relevant postgraduate qualification such as Master's degree	Application
4	Previous/current Headship experience	Application
5	Experience in budget setting, monitoring and review at whole school level	Application
6	Leadership of collaboration between schools	Application
7	Experience in leading CPD or shaping educational thought through publication or academic activity	Application





# How to apply

## Headteacher

Start date: 1 September 2025

Permanent full-time contract

Pay Scale: L13 – L18

Salary: £66,919 - £75,675 pro-rata per annum

## We do hope to receive your application for this exciting opportunity.

Please find below a summary of the key information on applying for this position.

If you wish to discuss the role informally prior to making an application, please contact [Debbie Coker, Director of Inclusion](#) or [Gary Lewis, Chief Executive](#) to discuss this opportunity.

We would encourage prospective candidates to visit the school prior to application. Visits can be made on

- Friday 28th March at 9.30am
- Wednesday 2nd April at 1.30pm

To book a visit please email Eleanor Capel-Davies via [enquiries@lsp.org.uk](mailto:enquiries@lsp.org.uk)

Applications should be submitted via our online eRecruitment system here:

[job search \(webitrent.com\)](#).

You should also submit a cover letter detailing why you wish to apply for this position. This should be submitted online with your application form and should be no more than two sides A4.

Deadlines for applications, addressing the person specification, are to be submitted by

**12noon on Tuesday 22 April 2025.**

Proposed interview dates: 1st and 2nd May 2025.

*Lighthouse Schools Partnership is committed to safeguarding and promoting the welfare of children.*

*All appointments will be subject to a satisfactory completion of safeguarding and reference checks.*



**LIGHTHOUSE**  
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