



Applicant Information

Headteacher

St Luke's CE Primary School



Love • Courage • Hope
'Live life in all its fullness'



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Letter from the CEO of Coastal Learning Partnership, Paul Howieson

Dear Candidate,

Thank you for showing interest in the Headteacher vacancy at St. Luke's CE Primary School.

It is our great pleasure to count St. Luke's CE Primary amongst the wider family of schools within Coastal Learning Partnership (CLP).

A short while ago, St Luke's enjoyed its Statutory Inspection of Anglican and Methodist Schools (SIAMS). The inspection report speaks volumes about the school's character and culture, describing a school which is highly inclusive, caring and welcoming and where staff, working with commitment and dedication, know their pupils and families really well. That same inspection report speaks of the strong partnership between St. Luke's and CLP; the school is empowered to meet its ambitions and aspirations for the families it serves knowing that CLP is alongside it. That is a core feature of CLP as a Multi Academy Trust: CLP sits behind and alongside its schools, not in front of them. Every school in CLP is an expression of its own character and the community that it serves.

St. Luke's really is a delightful school, nestled in the heart of the community; a primary school arranged across two separate sites, it is extremely well appointed and resourced, with a wide range of spaces and opportunities for children and staff. The staff work as one team across the two sites, creating a single learning community, joined by one vision.

CLP is a Multi Academy Trust of twenty schools across two local authority areas (Dorset and Bournemouth, Christchurch and Poole councils). CLP's central offices are based at Heathlands Primary Academy in West Howe, just ten minutes' drive from St. Luke's. CLP's two furthest points are St. Clement's and St. John's CE Infant School (in a beautiful Victorian building in sunny Boscombe) and Swanage Primary School (nestled in the heart of the seaside town of Swanage). Within the family of CLP, St. Luke's is surrounded by other schools who are keen to collaborate and share. At the last CLP staff conference (which provides for a sixth INSET day each year), St. Luke's provided the parking space for minibuses from right across CLP!

One of CLP's core values is 'Empower' and that shines in the way CLP encourages and celebrates variety and difference between its schools, setting it apart from other Multi Academy Trusts. CLP does not ask schools to be the same as each other but rather to learn from and support each other. Bringing its own expertise and character, each CLP school adds to the overall diversity of the group. About half of CLP schools are Church schools, like St. Luke's, and the others are community schools. As a primary school, St. Luke's enjoys company with eleven other similar schools in CLP – in addition to the infant and junior schools, too. All schools, whatever their size or type, are equally valued and share the same vision: to be 'schools of choice' which enable all children to become confident, compassionate, respectful and proficient citizens.

As Headteacher at St. Luke's CE Primary School, you will immediately become part of a supportive and professionally generous network of Headteachers. You will also be supported by a highly competent central team, ready to assist you in realising your ambitions for your school. You can expect to be supported in all challenges around leadership of your school, including areas such as finance and HR, firmly within a climate of respect for your position as senior lead of the school. CLP ensures that its Headteachers have the space for creativity and vision. They are encouraged to be themselves, bringing their own character and style to their schools. Furthermore, CLP's Headteachers have a genuine 'voice'; through our collaborative approach

and the value we place on working together in co-construction, Headteachers' opinions and talents influence what CLP is like and what it becomes. Through all of this, CLP's core value of 'Serve' is freely demonstrated.

Each CLP school has its own Local Governing Body and the Local Governors at St. Luke's are deeply committed to this next phase of the school's development. A recently appointed and highly experienced Chair is ready to support the school's new Headteacher as they take up their post.

CLP's schools have enjoyed a good deal of success together. We have seen multiple schools judged as 'good' since March 2020, including a number of schools which have improved since joining CLP from 'requires improvement' or 'inadequate'. We are delighted that the hard work of those Headteachers and their teams has been endorsed in this way. These experiences not only capture the impressive work of those schools but they also recognise the positive impact of being part of the CLP family.

CLP's core values are 'serve', 'inspire' and 'empower' and I hope that some early sense of those values comes through this information pack. Our schools serve one another and, in turn, are served by a central team. Our Headteachers are empowered to confidently lead their schools' ongoing improvement journeys – and we all draw inspiration from each other along the way.

I would encourage you to make an informal visit to the school if you possibly can. You will find it to be warm and welcoming. You will also find a school that has experienced some turbulence recently and has had some challenges to face. It has, however, met those challenges robustly and the full school community – staff, parents, pupils, governors – is excited to get behind the strong and vibrant leadership of their new Headteacher. Similarly, I would be delighted to speak with you about the school and about life in CLP more generally. The newly appointed Headteacher can count on the support, guidance and encouragement of CLP.

Thank you for your interest in St. Luke's CE Primary School and in Coastal Learning Partnership.

Best wishes for your application.

Yours faithfully,



Paul Howieson
Chief Executive Officer





Letter from the Local Governing Body Chair, Mike Randall

Dear Candidate,

Thank you for your interest in St. Luke's CE Primary School.

At St Luke's, we live by our vision of 'live life in all its fullness' which is rooted in the teachings of the bible (John 10:10). This vision is lived out throughout the school community through our values of LOVE, COURAGE and HOPE.

We are seeking a Headteacher to take the school forward positively and purposefully after a period of instability that has impacted on pupil outcomes (in particular, achievement in the Year 4 multiplication check and end of Key Stage 2 SATS in 2023).

As a local governing body, we are excited to appoint someone with the expertise to grow leadership capacity and so develop the overall quality of teaching and learning to improve pupil outcomes. We wish to appoint someone with the character to continue the work already well underway to build trust and confidence within the local community.

The school is set in a mixed residential community. The number of pupils eligible for pupil premium funding has increased in recent years and is now just above the national average. This community diversity presents an interesting challenge as we work to continually actively engage parents most effectively.

The school vision to 'live life in all its fullness' has recently been successfully tested through the SIAMS process and resulted in a positive outcome (J1 grade: the school is living up to its Christian foundation). That said, there is further work to be done to continue to strengthen the ethos and culture of the school. Some staff lack the confidence to make decisions and some pupils have not benefitted from consistent use of rewards and sanctions. With the support of the Trust, much progress has been made in this area and we already see strong evidence of the impact this is having in our school.

Learning is successful with strong special educational needs provision and a recently revitalised curriculum. Building children's confidence is one of the strengths of the school, with children involved in various responsibilities and performances throughout the school. There are many exciting extra-curricular activities available. There is a recently developed area which enables children to have support in a beautiful sensory, stimulating space when they need it. The children leave the school with a strong awareness of British values and ready to contribute as citizens. Continuing to raise aspirations of our families will add to this success.

The staff at St Luke's CE Primary School are deeply committed and they will support the new Headteacher to continue the school's journey of rapid improvement. We are seeking an inspirational leader who will strengthen achievement and build on the quality of education children receive. Clear and unambiguous communication with staff and the community will be an essential component in taking the school forward.

The strong local governing body, supported by CLP, look forward to working closely with the successful candidate.

With many thanks for your interest in the position at St Luke's CE Primary School.

Mike Randall
Chair of Local Governing Body





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Headteacher at St. Luke's CE Primary School Winton, Bournemouth

Salary: Group 3 (L18 – L24); £71,729 - £83,081

(A higher salary is negotiable for an experienced and exceptional candidate)

Start date: 1st September 2024

The Trustees of Coastal Learning Partnership (CLP) are seeking to appoint a Headteacher for St. Luke's CE Primary School. This is an opportunity to lead a delightful school, inspiring a committed and dedicated community through a journey of continued improvement. It is an opportunity to join Coastal Learning Partnership, a Multi Academy Trust that embraces autonomy and has great respect for the professionalism and creativity of its school leaders.

St Luke's is a nurturing and inclusive school, strongly influenced by its caring Christian church foundation. Its core values, reflecting its status as a church school, permeate all aspects of school life: 'The values are exceptionally well known by pupils and parents...They play a significant role in the normal working day.' (SIAMS, October 2023). The school's strong Christian ethos shapes its identity.

St Luke's is a delightful school, ready to further strengthen under the leadership of a creative and inspirational Headteacher; someone who can bring the full community together in a united and ambitious vision for the next phase of the school's development. St. Luke's seeks a Headteacher who will lead confidently and positively, enabling the school to be the very best it can be whilst embracing and nurturing those Christian values.

Parents and pupils are proud of their school and want the very best for it; staff bring talent and commitment and are ready to offer enthusiastic support of their new Headteacher.

St. Luke's operates across two sites (infant and junior), located within a short walking distance of each other and in an attractive residential area of Bournemouth. This brings unique interest and opportunity to the school: the school enjoys impressive resource and facilities across both sites and ensures that the school is a strong and united single community. St. Luke's is a positive and proactive member of the CLP family, contributing to the trust's wider work with enthusiasm and professional generosity as well as benefitting from the support and encouragement that are central to CLP's way of working.

There are eleven other primary schools within the Partnership and so the Headteacher at St. Luke's will immediately join a professional network which is part of the wider CLP leadership community. St. Luke's also has the advantage of being just 10 minutes' drive away from CLP's central offices and training suite; support, guidance and encouragement are literally just down the road!

CLP is a single family of twenty schools across two Local Authority areas: Dorset Council and Bournemouth, Christchurch & Poole Council. The two furthestmost points of CLP are Boscombe and

Swanage. There are about 5,400 pupils overall who are supported by around 900 committed staff. CLP is an established MAT, enjoying a growing reputation as a group which greatly values the individuality of its schools and the character, professionalism and creativity of its Headteachers. Schools within CLP do not seek to be the same as each other. Rather, they benefit from each other's experience and expertise so that they get stronger together. CLP schools work to strengthen the opportunities available to staff and children and to operate within a climate of collaboration and service to one another. CLP strives to be both an educator and employer of choice, with families and staff who are proud of their school and the wider family of which they are part.

This vacancy has arisen due to the previous Headteacher's decision to not return following her maternity leave. We welcome applications from both experienced Headteachers and from candidates who are looking to take their first Headship appointment.

Our new Headteacher will:

- Bring positive and purposeful energy to inspire our school in a warm and caring manner;
- Be passionate about providing a rich, vibrant and positive educational experience, offering success and opportunity to every child;
- Be committed to an inclusive school culture;
- Understand that positive relationships are central to an effective culture and have experience of engaging, leading and motivating a team;
- Be dedicated to promoting welfare, learning and emotional well-being of pupils and staff;
- Be excited about the school's place within the collaborative CLP family.

In return, we can offer you:

- A positive and supportive school community
- A close professional network of Headteacher colleagues
- Empathetic and professional support from senior MAT leaders
- A wide-ranging support package from a highly competent central team

You will be part of a very supportive team, both within the school and more widely within the Partnership. You will be encouraged to develop both personally and professionally and can expect to derive a great deal of job satisfaction from a demanding but privileged role.

Informal visits to the school are warmly encouraged. You are also encouraged to contact the CEO, Paul Howieson, who would be delighted to speak with you about the school and the wider Partnership more generally. To arrange a convenient time for catch up, or a visit to the school, please contact **Helen Moors** on **01202 806155**.

Applications: Please send a completed application form to:
recruitment@coastalpartnership.co.uk

Closing date: Midnight, Sunday 10th March 2024

Selection event: TBC, week commencing 18th March

Further school information

You can find out about the school from its website [here](#).

Pupils on roll	428	
Form entry	2	
SEND pupils	56	13%
EAL pupils	21	4.9%
Pupil premium	90	21%

Latest Ofsted report [here](#) (June 2018)

Latest SIAMS report [here](#) (October 2023)

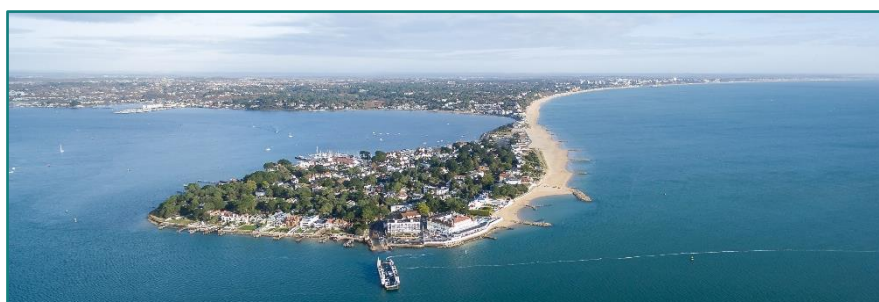
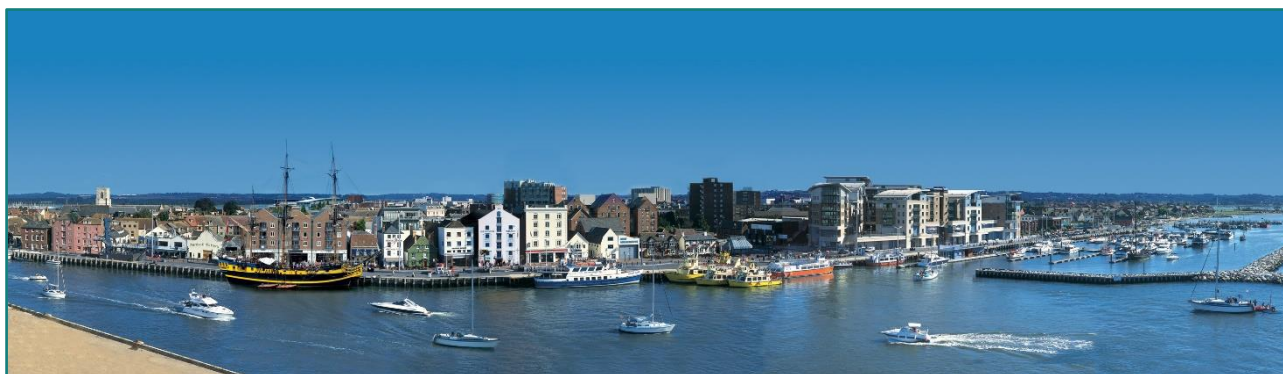
Location

Winton is a suburb of Bournemouth in Dorset. It lies approximately 1 mile (1.6 km) north of Bournemouth town centre, along Wimborne Road (the A347). Winton is a popular area for shopping. The area has several striking buildings such as Saint Luke's Church, the old Fire Station on Peter's Hill and the Edwardian library in Wimborne Road. Whether you are looking for some of the UK's best beaches, beautiful walks along the Jurassic coastline, shopping or something cultural, you will find it all within the local area.

If this role would require you to relocate to the Bournemouth area, the links below may be of interest to you:

[BCP Guide to Moving to the area](#)

[Bournemouth, Christchurch and Poole Council](#)



The Dioceses of Portsmouth & Winchester

Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying to will be:

Richard Wharton
Church Schools Advisor

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.





Job Description: Headteacher, St. Luke's CE Primary School

Details of the role and professional responsibilities of a Headteacher are provided in the DfE's National Standards of Excellence for Headteachers. While the Headteacher is expected to meet those requirements and to carry out the duties as set out in the School Teacher's Pay and Conditions Document, we are looking for a Headteacher who will also regard the following as priorities in their leadership of the school.

Main Purpose

- Be a visionary leader who continually inspires, motivates and supports colleagues to provide an outstanding learning experience for every pupil in the school, fostering an environment of honesty and openness for all.
- Engender respect and trust throughout the school and be able to plan and deliver improvements through effective leadership, management and delegation.
- Work closely with the local governing body and the wider Partnership to ensure all children are eager to learn, aspire to reach their full potential and grow and flourish as emotionally intelligent, well-rounded individuals.
- Be welcoming and approachable, have high personal expectations as well as high expectations of colleagues, parents and pupils and show professional accountability, as well as deep loyalty to the school.
- Position St. Luke's as a proactive and professionally generous member of the CLP family of schools.
- Provide Christian leadership, upholding Christian values.

Vision

- Build on the strong relationships with the Diocese, Local Governing Body and the Partnership in setting and communicating school vision and strategy.
- Clearly communicate the school's vision and drive the strategic leadership of the school, empowering all pupils and staff to excel.
- Lead by example, drawing on own expertise and skills and that of others.
- Embrace and build on existing successful practice, whilst looking at effective and innovative ways to enhance the educational experience for each pupil.
- Maintain a wide, current knowledge and understanding of education and school systems and pursue own continuous professional development.
- Be able to translate local and national policy into the school's context, taking into account the school's Christian ethos and vision.

Leadership & Management – Curriculum and Learning

- Set the climate and standards for inspirational teaching to occur in every classroom.
- Ensure the creation of a rich and inspirational curriculum which meets the needs of every pupil.
- Expect ambitious standards to be set for all pupils, overcoming disadvantage and advancing equality, holding staff accountable for pupils' outcomes.
- Evaluate the school's performance accurately and consistently, identifying priorities and means of improvement.

- Build further upon the current collaborative, friendly and nurturing ethos of the school and the culture of open classrooms in order to share best practice.
- Support, care for and sustain the enthusiastic, dedicated and cohesive staff.
- Encourage and challenge colleagues at all levels to develop through high-quality training and sustained professional development.
- Build on existing strong partnerships with parents and carers, retaining an informal and open approach, ensuring they are well informed about the progress of their children and school curriculum, policies and achievements.

Leadership & Management - Systems and Processes

- Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and aligning with the arrangements of the wider Partnership where appropriate.
- Exercise strategic, visionary, curriculum-led financial planning to ensure the equitable deployment of budgets and resources is in the best interests of pupils' achievements and the school's sustainability.
- Maintain a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils, and recognising their exemplary behaviour in school and wider society.
- Work with CLP and local governors to recruit and retain staff of the highest quality, making appropriate arrangements for their induction to the school.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided.
- Oversee rigorous, fair and transparent systems and measures for managing the performance, professional conduct and practice of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

Shaping the Future & Strengthening Community

- Fully embrace the work of the CLP, actively engaging in all discussions and developments.
- Share innovation and work with others in the Partnership to develop excellent practice.
- Ensure the school is outward facing, working with other schools to champion best practice and secure excellent achievements for all pupils.
- Continue to foster links and further develop the strong relationships which exist with parents, Governors, Diocese, the LA, the wider community and the agencies which support the school.
- Ensure that new initiatives are carefully planned and thoughtfully executed in order to meet objectives, through clear and open communication with pupils, staff and parents/carers.
- Identify emerging talents, coaching current and aspiring leaders.

Safeguarding

- Ensure that robust processes are in place to secure the welfare and safety of children, complying with both local and national requirements.
- Ensure that all staff share a strong commitment to safeguarding.

This job description will be reviewed annually as part of the Headteacher's appraisal arrangements.



Person Specification: Headteacher

Criteria	Essential	Desirable
Qualifications:	<ul style="list-style-type: none"> ▪ Qualified Teacher Status ▪ Evidence of, and commitment to, continuing professional development 	<ul style="list-style-type: none"> ▪ A relevant degree or higher degree qualification ▪ NPQH qualification
Experience:	<ul style="list-style-type: none"> ▪ Significant senior leadership experience (not necessarily at Headteacher level). ▪ A proven track record of effective leadership and implementing whole school initiatives which have brought sustained improvement. ▪ Effective management of the performance, professional conduct and practice of colleagues, including addressing underperformance, supporting all staff to improve. ▪ Understanding of the current Ofsted evaluation framework. 	<ul style="list-style-type: none"> ▪ Leadership experience within a junior school environment ▪ Recent experience of the inspection process. ▪ Experience of collaborative working across schools.
Professional knowledge & skills:	<ul style="list-style-type: none"> ▪ Excellent understanding of how to achieve highly effective education. ▪ Knowledge of the latest and proposed changes in educational policies and procedures. ▪ Up to date knowledge of exemplary safeguarding practice. ▪ Understanding of what distinguishes a distinctive Christian ethos in a Church school. ▪ Ability to articulate and communicate a vision for the development of the school. ▪ Have the credibility as an excellent teacher to monitor, evaluate and review classroom practice, promote improvement strategies and challenge underperformance at all levels. ▪ Ability to accurately analyse and appropriately use performance data and other contextual information to identify areas for improvement. ▪ Enhance the value of the school to the wider community and involve that community in enriching the learning experiences of pupils. ▪ Ability to identify emerging talents and grow current and aspiring leaders. 	<ul style="list-style-type: none"> ▪ Awareness of key policy areas key policy areas including inclusion and equal opportunities and health and safety. ▪ Knowledge of the wider legal and financial context of school leadership. ▪ Exercise strategic, visionary, curriculum-led financial planning to ensure the effective use of budgets and resources.

Philosophy & Commitment

- Champion the pursuit of an inspiring educational experience for all where every pupil can achieve success and be engaged in learning.
- Commitment to the school's wider community

Personal Attributes

- Set the highest standards of honesty, integrity and professionalism at all times.
- A self-initiator and developer, capable of self-reflection and able to set challenging personal targets.
- Ability to work accountably under authority.
- Approachable, visible with the ability to inspire trust and commitment from the school community.
- Personal spiritual vision, and excited about Christian education.
- Excellent interpersonal skills to foster the links with staff and stakeholders, e.g. governors, parents/carers, Partnership, local community, etc.

The post holder may be required to travel to other local sites, including other CLP schools as part of routine networking.

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, an Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches for shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not be on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant with children.



Coastal Learning Partnership – an employer of choice

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard. **CLP offers its employees a range of benefits, including:**

Financial

Competitive Salary

Recognising Continuous Service from other relevant employments

Higher than average Pension Contributions via our Occupational Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and Paternity pay

CPD and Training

Excellent networking and training and development opportunities for all staff, from courses and qualifications to effective appraisal and internal transfer and promotional opportunities

Medical and Wellbeing Support

Free and confidential counselling, physiotherapy, weight management support, menopause help, personal training, GP referral service and some private surgical procedures

Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of high street, restaurant, holiday, finance and other benefits

Cycle and Tech Schemes offering discounted equipment via payroll

Free Eye Tests for VDU



CLP's Family of Schools

