



# Little Way Catholic Educational Trust

Appointment of Head Teacher – Spring 2024



# Welcome to our Trust - The Little Way Catholic Educational Trust

Little acts, great love, big difference

Dear Candidate

January 2024

We are delighted that you are considering applying for the role of Headteacher of St Peter's Catholic Primary School within the Little Way Catholic Educational Trust (LWCET). We hope what you see below will give you all of the information that you need to decide whether or not we are the right school for you to apply to – we very much hope so and assure you that we are on hand to answer any questions you may have to help you with this decision.

St Peter's Catholic Primary School is one of six founding schools of a newly formed Trust (Jan 2024) and we are very proud of the work that all of our schools and wider community have put in, getting us to this stage. St Peters', leadership team and staff, administrative team and governors have been incredibly supportive of the process over the last few years and the school is very much an active participant in the building and future of the Trust. We are naturally keen for this to continue when the new Headteacher takes up post. This is a very exciting time to join the school and Trust and to be part of a trail blazing enterprise. Our ambition over the next five years is nothing short of becoming the *Best in the South-West*.

We want to be known for our fully inclusive approach which prioritises the development of the whole child and strong pupil progress outcomes, taking the raw and innate potential in every child and being able to mark the improvement that they have made during their time with the LWCET. They must leave us with development across all areas: academic, social, cultural, moral and spiritual. Your role as Headteacher will be to ensure that this vision becomes a reality within your school.

You will need to be an experienced and visionary leader, committed to working closely with your senior leadership team, staff, governors, parish priest, school families, children, other school leaders in the LWCET and other key stakeholders and delivery partners to create an environment in which our children can thrive. You will need to be committed to upholding the Catholic values upon which the school is founded and truly lead from the front whilst being committed to serving our staff and children: a servant leader. In return, we offer a close-knit team of leaders who support one another and a committed and skilled Trust Board, Local Governing Committee and staff who put the children and their progress and wellbeing at the heart of all their decision-making.

If this sounds like you then we invite you to apply and look forward to receiving your application.

Yours faithfully,



Charlotte Blanch  
LWCET Interim CEO



Joe O'Kane  
Chair of St Peter's Local Governing Committee



## Our Little Way Trust Foundations and Aspirations for the Future

All are welcome in our family.

Our Trust family is united in its shared vision to nurture and develop our Catholic ethos in order to transform the lives of every child, family and community we serve, in Jesus' name. The mission is to ensure that every child is assured of the love of God within an inclusive and compassionate community which enables human flourishing by celebrating gifts and talents and removing barriers to learning. We strive to be a community of life-long learners, contributing to a just and loving society.

Our Trust family is a partnership of equals who work collaboratively so that everyone can flourish and learn together. We celebrate the diversity of our schools, retaining our individual characteristics, whilst working together for the greater good of our whole community.

Kindness is our guiding star. Through honesty, respect, service, and solidarity we enable everyone to be valued.

We exist to transform the lives of our pupils, so that they might overcome challenges of circumstance, widen their horizons and become the best version of themselves.

We will provide a full educational pathway from early years through to sixth-form within a Catholic environment.

### By 2028, the Little Way will look like:

- **Our structure:** We are two Partnerships within a MAT, with distinct geographical focuses, each built around a secondary school. Our primaries are aligned to support the education that our children receive in each secondary school, across curriculum and sport. We have removed any barriers to our children attending the secondary schools. Our secondary schools have an offer that matches grammar provision, ensuring that our parents do not have to choose between this and a Catholic education for their children.
- **Our finances and operations:** Our Multi Academy Trust (MAT) is efficiently managed, we run at a profit through carefully managed costs, economies of scale and enhanced income generation. We invest profit into our students and our staff. Our provision: All our schools have progress scores above the national average. Our staff share workload across the Trust based upon a combined view of school improvement. There is equity of provision for every child across the Trust. Subject leads work within and across schools to develop our curriculum based upon leading edge good practice and input from our network of subject experts. We are tech enabled, every child has access to a tablet or laptop.
- **Our community:** We are a community of equals who understand each other and the unique strengths that each school brings to the partnership. Our children and staff feel that they are part of a wider, collegiate family and their wellbeing is supported at school and home. We collaborate to build upon those strengths and ensure that they are reflected in the partnership. Our schools are at the heart of their own geographical communities.
- **Our children:** We empower and unlock the potential of our children, working hard to develop the unique talents of each. Our schools have scores above the national average for progress. Beyond the academic, we focus upon making them resilient leaders, with skills that set them up for life and the challenges that they will face. We focus upon the whole child, ensuring our pastoral provision is there to support them and their families. We are known for the quality of our SEND provision – others look to us for advice.
- **Our staff:** The Trust is a great place to work, a community, with staff feeling proud to be part of the LWCET. We take a Trust wide view on the development of staff and our leadership cadre. Everyone has a defined career path no matter what their role in the Trust.
- **Our future:** We have an eye on the future, we fight for the environment. We welcome all into our Trust.

## Our Other Trust Schools

At present our Trust is comprised of six primary schools from the Gloucestershire area, however we have plans to expand the Trust to include secondary schools and further primary schools from both the Gloucestershire and Swindon areas. Our current schools are listed below, and more details can be found about St Peter's Catholic Primary School later in this application pack.

**St Catharine's Catholic Primary School** is a smaller than average school located on the High Street in Chipping Campden, a town in the North Cotswolds. It sits on the border of Gloucestershire, Warwickshire and Worcestershire and is over 150 years old, sharing its site with the parish church. The school has been judged Good by both Ofsted and the Diocese in the most recent inspections.

**The Catholic School of Saint Gregory the Great** is a two-form entry school located in the centre of Cheltenham, a regency town that has much diversity – this is reflected in the characteristics of the children who attend the school from a range of social-economic groups and cultural backgrounds with 64% speaking English as an additional language. The school serves a number of parishes and benefits from their parish church being very close to the school. 'St Gregs' has recently been graded as Good with Outstanding features by Ofsted and the Catholic School Inspectorate (CSI).

**St Joseph's Catholic Primary School** is a one form entry school located in the Cotswold village of Nympsfield, adjoining a convent and church. The school was judged Good in their last Ofsted inspection and Good with Outstanding features in their last CSI Inspection which was carried out recently.

**St Thomas More Catholic Primary School** is a single form entry school serving the parish of St Thomas More's in Hester's Way, Cheltenham. It meets the needs of the local area and almost all of the children live less than a mile from the school, an area which has been identified as being in the top 10% of most deprived wards in England. The school has recently been graded as Good by Ofsted and is awaiting a CSI inspection having been graded as Good in their most recent Diocesan inspection.

**Rosary Catholic Primary School** is a one form entry primary school close to the town centre of Stroud, serving two parishes. It was founded in 1875 and the current building was opened in 1967. There are extensive school grounds and the school is currently graded as good by both Ofsted and the Diocese and is awaiting inspection by both Ofsted and CSI soon. The school sits very close to the parish church.

**St. Peter's Catholic Primary School** is a two-form entry school located in the centre of Gloucester, a Roman city. The school serves the 3 Catholic parishes of Gloucester, the 2 Catholic parishes of the Forest of Dean and Newent Catholic parish. The school is characterised by a diverse range of ethnicities and 54% of the school population speak English as an additional language. Their SEND and Pupil Premium percentages are broadly in line with national. The school has recently been graded Good by Ofsted and was Outstanding in the most recent Diocesan inspection.





Little Way Catholic  
Educational Trust



St. Peter's Catholic Primary School  
Horton Road  
Gloucester  
GL1 3PY  
Tel: 01452 524 792

Following in Jesus' footsteps, we live, love and learn together as a school family to build a better world.

## Contents

Within this pack you will find:

- Advertisement
- Joint letter from the Interim CEO and Chair of the Local Governing Committee of St Peter's
- A Letter from the Local Governing Committee of St Peter's
- Application Process Details
- Information about the school
- Person Specification
- Job Description



2019-2022



LOTTERY FUNDED

Live • Love • Learn





## Headteacher

Group 3 L14-L20 (£65,010 - £75,331)  
Starting 1<sup>st</sup> September 2024

*On 1<sup>st</sup> January 2024, St Peter's Catholic Primary School joined the Little Way Catholic Educational Trust (LWCET) - a Multi Academy Trust made up of 6 catholic primary schools within the Clifton Diocese.*

St Peter's Catholic Primary School is a good school (Ofsted, Oct 2023) with outstanding Religious Education provision (Section 48, March 2022). We are a strong, united family who are fully committed to developing the whole child in an inclusive and caring school environment and we are incredibly proud of the very positive relationships we have with all in our school community. Our mission statement, 'Following in Jesus' footsteps we live, love and learn together as a school family to build a better world' underpins everything we do, and we celebrate everything we do with love.

Due to the upcoming retirement of our current Headteacher, the LWCET is seeking to appoint an inspirational and passionate Headteacher of St Peter's Catholic Primary School who will build-on the success and Catholic ethos of our school.

To apply for the role of Headteacher at St Peter's Catholic Primary School, candidates should be practising Catholic.

### **We are looking for a candidate who will:**

- Be fully committed to leading and developing the school's Catholic ethos, promoting the spiritual, moral and mental health of the children.
- Be a creative and inspirational leader of the St Peter's school community with a clear vision and commitment to fully inclusive practices and academic excellence.
- Be an approachable and excellent communicator who is able to liaise at all levels and with all members of our school community.
- Participate fully in the life of the school and wider community.
- Work with the Headteachers of the other schools within the LWCET, under the direction of the CEO, as well as reporting to the Local Governing Committee (LGC) as ex-Officio member of the LGC.
- Have a proven track record of leading a wide range of whole school initiatives which have positively impacted attainment and progress of the pupils

### **We can offer you:**

- Pupils who demonstrate a strong sense of belonging to this welcoming, inclusive Catholic community.
- A team of experienced, committed and welcoming staff and governors.
- An amazing award-winning school building, well-resourced curriculum areas and extensive outdoor play areas.
- The Support of the LWCET Senior Leadership Team (consisting of the CEO of the LWCET and Headteachers of the schools within the LWCET)



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**St. Peter's Catholic Primary School**  
Horton Road  
Gloucester  
GL1 3PY  
Tel: 01452 524 792

Visits to the school are warmly welcomed.

Please contact [vacancies@st-peters-pri.gloucs.sch.uk](mailto:vacancies@st-peters-pri.gloucs.sch.uk) to arrange a visit.

Closing Date for applications: 12 Noon Friday 2<sup>nd</sup> February 2024.

Interviews: Tuesday 20<sup>th</sup> and Wednesday 21<sup>st</sup> February 2024

The LWCET is committed to equality, diversity, inclusion and safeguarding to promote the welfare of children and young people. The successful applicant will be appointed subject to satisfactory completion of all safer recruitment processes including obtaining an enhanced Disclosure and Barring Service (DBS) Certificate and Section 128 clearance.

The post is subject to a six-month probationary period.





Dear Applicant,

Thank you for your interest in the position of Headteacher at our school.

St Peter's Catholic Primary School is a very popular two-form entry primary school, set in extensive grounds in the city of Gloucester.

We are a welcoming, multi-cultural and inclusive school community with a strong Catholic ethos, where our children are happy and eager to learn and achieve.

After 15 years as a Headteacher at St Peters, our current Headteacher will be retiring at the end of the summer term 2024. She will be leaving a successful school with a good Ofsted outcome (October 2023) and outstanding Religious Education leadership and provision (Section 48, March 2022). We are now looking to appoint an inspirational leader, who will further develop our successes and take our school forward into its next exciting era.

We hope this information pack will give you an insight into our school, the values and ethos that make this such a caring school community for our children to live, love and learn. We are really blessed to have a wonderful supportive, loyal and committed school team led by passionate leaders.

We look forward to working with and supporting a Headteacher who shares our commitment to raising standards and fully supportive of leading and developing our Catholic ethos which is central to all we are and all that we do.

Regards,

Joe O'Kane, Chair of Governors







## Application Process Details

### What we need

In addition to a completed CES application form, please provide a supporting letter, no longer than two sides of A4. This should focus on evidencing the relevant experience and qualities you have to meet the requirements of the person specification. In particular, we would like to know about your experiences of leadership in your current or recent posts.

We also require you to sign and return the Consent to Obtain Reference Form and the Recruitment Monitoring Form.

### Key Dates:

#### Visits:

Warmly welcomed by prior appointment.

To arrange a visit, please contact [vacancies@st-peters-pri.gloucs.sch.uk](mailto:vacancies@st-peters-pri.gloucs.sch.uk)

### Closing Date:

12 Noon Friday 2<sup>nd</sup> February 2024.

### Shortlisting:

Will take place in the week commencing 5<sup>th</sup> February 2024

### Interviews:

Tuesday 20<sup>th</sup> and Wednesday 21<sup>st</sup> February 2024

### Applications to be returned to:

Wendy Gallagher

Governor Services

Gloucestershire County Council,

Shire Hall, Westgate Street, Gloucester, GL1 2TP.

Tel: 01452 427802

email: [governorsvs@gloucestershire.gov.uk](mailto:governorsvs@gloucestershire.gov.uk)

Further details of the interview procedure will be provided to shortlisted candidates in due course.





## Our School

At St Peter's Catholic Primary School, children's spiritual and educational development are of great importance to us. We put our faith at the centre of our learning.

We take every opportunity to celebrate our children's achievements under each of the 'Live', 'Love' and 'Learn' strands of our mission statement linking how their achievement helps 'to build a better world'.

'Love' is particularly important and we encourage all in our school community to 'Listen with love, Speak with love and Act with love'.



The outcome of the Ofsted inspection in October of 2023, was that St Peter's Catholic Primary School continues to be a good school.

The Inspection report concluded that there is a strong culture of community and family at St Peter's Catholic Primary School. The mission statement, 'we live, love and learn together as a school family to build a better world', underpins everything the school does.

Our pupils enjoy the opportunity of playing with children across different year groups. They talk avidly about the school and its environment, particularly the outdoor space.

Pupils at St Peter's Catholic Primary School demonstrate positive attitudes to learning and enjoy school.

The Catholic life at St Peter's is outstanding (Section 48 Inspection, March 2022) and we are incredibly proud of the wonderful comments the inspectors made:

- The school's overall effectiveness as a Catholic school is outstanding. It is a strong, vibrant, inclusive community steeped in Gospel values.
- Staff share in the ownership of the school's values and are positive role models across the school.
- Pupils demonstrate a deep sense of belonging to this welcoming, inclusive Catholic community.
- Chaplaincy is a model of excellent practice.
- The school is highly regarded by parents and has excellent links with parishes.





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The school is highly regarded by parents and has excellent links with parishes.

Our 'Live' Council representatives (formerly known as our School Council) are elected by their peers to provide a meaningful way in which pupils can voice their opinions, have their views considered and lead on implementing change.



Our Live Council aims to prepare our pupils for global citizenship and to be life-long learners by teaching them about roles, rights and responsibilities.





Our extensive grounds have been developed in line with the Outdoor Play and Learning (OPaL) principles. The grounds are fantastically well resourced have earned us two consecutive Platinum Awards. This award recognises the high-quality play opportunities the school provides for all its children. Play opportunities that promote problem solving, perseverance, resilience, risk taking and team building skills actively contribute to develop the whole child.



The school's leadership structure promotes a distributive leadership model and consists of a Deputy Headteacher who is also the Phase leader for Upper KS2, a Phase Leader for each of EYFS, KS1 and Lower KS2, Inclusion Leader, the Pastoral & DSL Lead and SBM.

Our St Peter's curriculum is built around our mission statement and all learning reflects on how we can 'build a better world'. Visitors to school, educational visits to places of interest and experiential learning opportunities enrich pupils' learning and develop their cultural capital. Our annual Year 6 residential trip supports and enhances our children's independence and resilience and is a fun filled activity creating memories for a lifetime.



'Be Your Best' is the name of our Behaviour system. We have 3 school rules, Be safe, Be respectful and Be ready to learn. We know that children will make mistakes and as educators it is our responsibility to help them to learn from their mistakes. We do this following the Restorative Practice approach.

The St Peter's Catholic Primary School Child Protection and Safeguarding Policy can be found here: [link](#)



## Person Specification

Person Specification		
A - Faith Commitment		
	Essential	Desirable
Practising Catholic	E	
Involvement in parish community		D
Leading school worship		D
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school.	E	
B - Qualifications		
Qualified teacher status	E	
Degree level qualification	E	
National Professional Qualification in Headship or National Professional Qualification in Senior Leadership	E	
Has completed the Catholic Leadership Programme (CLP) or has a commitment to do so.		D
C - Professional Development		
Evidence of appropriate professional development for the role of Headteacher or Deputy Headteacher	E	
Evidence of recent leadership and management professional development	E	
Has successfully undertaken appropriate Child Protection training	E	
Has successfully undertaken appropriate Designated Safeguarding Lead training		D
Has successfully undertaken approved "safer recruitment" training or has a commitment to do so before taking up post/within 12 months of taking up the post	E	



D - School leadership and management experience		
Recent successful leadership as a Headteacher		D
Recent successful leadership as a Deputy/Assistant Headteacher (if none as Headteacher)	E	
To have taken an active involvement in school self-evaluation and development planning	E	
To have had an active involvement in the financial management of a school	E	
Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement	E	
To have had responsibility for policy development and implementation	E	
To have had experience of and ability to contribute to staff development	E	
E - Experience and knowledge of teaching		
Experience of teaching in more than one school		D
Experience of teaching in a Catholic school		D
Significant teaching experience within primary phase	E	
Experience of providing professional challenge and support to others through the performance management process	E	
To be able to effectively use data, assessment and target setting to raise standards and address weaknesses	E	
To be able to exemplify how the needs of all pupils can be met through high quality teaching	E	
To be able to work effectively within a Senior Leadership Team, under the direction of the Chief Executive Officer	E	
To be able to work effectively with the Local Governing Committee	E	





**F - Professional Attributes**

To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E	
To have excellent written and verbal communication skills	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E	