



**Heaton St Barnabas'**

C of E (VA) Primary School

Rossefield Road, Heaton, Bradford, West Yorkshire, BD9 4DA

Tel: 01274 545019 | Fax: 01274 553910 | Headteacher: Mrs D Smith

# Headteacher Recruitment September 2026

Unity in Diversity



# Letter from the Chair



Dear Applicant,

On behalf of the Governors, I would like to thank you for your interest in the position of Headteacher at St Barnabas' Church of England Voluntary Aided Primary School.

The Governors and school staff are excited by the prospect of working with a new Headteacher and are committed to supporting the successful applicant once in post. The school wishes to appoint a highly skilled Headteacher to lead our enthusiastic and hardworking team. As Headteacher, you will work closely with governors to set the school's future strategic direction and, in doing so, you will demonstrate your commitment to pursuing excellence in every aspect of the life of our Church of England school.

The school is proud of its achievements and is determined to build upon its existing high standards of teaching and learning in the future. Governors are looking to appoint a Headteacher who can demonstrate:

- Excellent leadership knowledge and skills;
- A clear vision for enriching the school's distinctive Christian ethos;
- The ability and passion to continue to move the school further forward in raising our educational standards;
- Willingness to build on the very good work of the incumbent headteacher;
- To continue to foster links with the local community, church and Diocese of Leeds.

The school's new Headteacher will be a leader who is passionate about teaching and learning, an individual who is committed to achieving excellent outcomes for pupils, and someone who will champion the interests of pupils, staff and the local community.

I hope that the information pack will give you a vivid picture of our school with all its possibilities. Further information is available on our school website. You are warmly invited to visit us. You can find details of who to contact within the pack.

I very much look forward to meeting you and receiving your application.

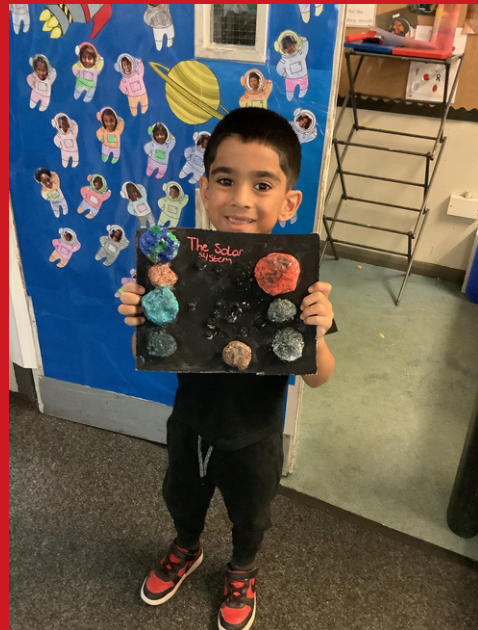
Yours faithfully,

Chair of Governors

*Ian Grant*



# Our School



Teachers and support staff all work hard to maintain a safe and happy school where children are encouraged to become enthusiastic and lifelong learners. Children are valued as members of the school community and have plenty of opportunities to have their say and get involved in social action projects. The school offers an enriched, broad and balanced curriculum and strives to give children opportunities in music, arts and sport as well as excelling academically.

Parents are encouraged to be active partners in their children's learning through effective communication, regular information about children's learning and progress, homework activities and a strong emphasis on developing children's reading skills from an early age. Our school benefits from the support of the Governing Body who ensure that the school fulfils its duties and provides value for money. They challenge the school to ensure that children achieve high standards within the spirit of the agreed school aims.

Everyone at St Barnabas' is proud to be a part of the Church school family. We work closely with St Barnabas' Church and have a strong partnership with the Diocese of Leeds who provide regular support, training and networks. We are committed to Church school leadership – upholding and promoting the Christian foundation, vision and values of the school.

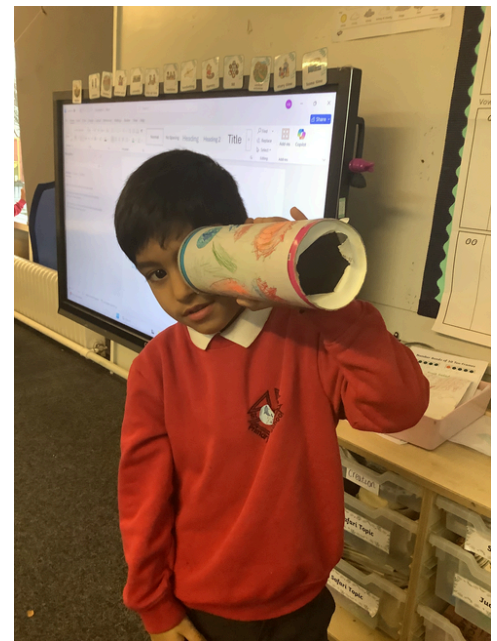
Heaton St Barnabas' Church of England Primary School is a vibrant, voluntary aided maintained school, located close to the outskirts of Bradford city centre. Deeply rooted in its local community, the school is proud of its warm, inclusive ethos and the strong partnerships it has built with families, faith leaders, and the wider community.

This is an exciting opportunity for a dynamic and talented leader to join and guide a very special community of children, staff and parents, continuing to lead them on their journey to excellence. At St Barnabas', community is at the heart of everything we do. Our close links with local faith leaders and our shared values ensure that every child feels welcomed, supported and inspired through daily worship and positive relationships.

St Barnabas' is a school where both staff and pupils glow with pride. It is a place defined by kindness, care and mutual respect. Pupils form excellent relationships with their teachers and peers, and their positive learning behaviours enable them to make strong progress throughout their educational journey.

As noted by Ofsted: "Relationships between pupils, staff and parents are strong. Leaders' knowledge of the community means that they have been able to shape the curriculum so that pupils are prepared for life beyond the school." Leaders at St Barnabas are passionate about offering a rich, broad and community-rooted curriculum where every pupil can flourish. This commitment is evident through the wide range of visits, visitors and events that enrich learning and connect pupils to the world around them, alongside the expertise of a fully trained Forest School outdoor leader.

We are seeking a highly visible, collaborative and aspirational leader—someone who exemplifies professionalism and places community at the centre of their leadership. The successful candidate will inspire, motivate and develop both staff and pupils, guiding them with confidence and compassion as they continue on their path to success.



# The District and the Local Area



## Bradford

Bradford is a city defined by its striking setting and rich stories. Framed by the Pennine hills, it brings together dramatic landscapes with a proud industrial legacy, vibrant multiculturalism and a growing creative scene. Just moments from Brontë Country, the city shares its horizon with the moors and villages that inspired the Brontë sisters, giving the area a strong and enduring literary identity.

Victorian architecture, nationally recognised cultural institutions and a thriving arts community underpin Bradford's status as UK City of Culture, showcasing a place that continues to evolve while honouring its past.

As the UK's youngest city, demographically, Bradford depends on its education providers to act as community anchors, helping to shape and positively impact its local communities.



## Heaton

The village of Heaton offers a quieter expression of Bradford's charm. Known for its impressive Victorian villas and leafy streets, the area sits within a designated conservation zone, recognised for its special architectural and historic interest.

The Emm Lane University campus, originally established as Airedale/United College in 1888 following Heaton's incorporation into the Borough of Bradford, adds further character and heritage to the neighbourhood. From Emm Lane and Wilmer Drive, views stretch across to the tall tower of Manningham Mills – a powerful reminder of the city's industrial past – with the purple haze of the surrounding moorland visible along the skyline.

The area is a short distance from Cartwright Hall, the iconic art gallery which recently hosted the Turner Prize in 2025 marking the 250<sup>th</sup> anniversary of the birth of J.M. Turner.



## St Barnabas' Church

The school enjoys close and valued links with St Barnabas' Church, with Church Leaders delivering and contributing to Collective Worship regularly within school. The parish plays an important role in supporting and sustaining the school's Christian vision. The shared vision underpins an inclusive ethos that places dignity, respect and kindness at its heart, and actively promotes understanding of different faiths and beliefs. As a multi-faith community, the school ensures that all pupils are valued and enabled to flourish, with the Church nurturing pupils to act with compassion and maintain a distinct respect for difference.





## **Headteacher of St Barnabas' CE (VA) Primary School**

**Salary: L11 – L19 (£66,368 – £80,655)**

**Job Type: Full Time, Permanent**

Governors, staff and pupils are seeking to appoint an experienced, dynamic, and compassionate leader to help us to build on our successes, lead us through the next phase of our development and ensure that all the pupils and adults in our school continue to flourish.

St Barnabas' is a strong, well-managed school with a total of 385 pupils on roll, most of which are of the Muslim Faith. Situated on the outskirts of the City of Bradford, and with a semi-rural setting, we have strong links to our community and are well regarded and supported by our parents.

### **We are committed to appointing a Headteacher who:**

- Possesses excellent leadership knowledge and skills;
- Has a clear vision for enriching the school's distinctive Christian ethos;
- Can provide clear, inspirational, ideas for raising educational standards;
- Will build on the very good established links with the community and church.

### **In return, we will offer:**

- A well-motivated, enthusiastic and caring school community;
- A staff team who work tirelessly to provide the best for our pupils;
- A balanced budget and recent strong inspection outcomes; and
- A governing board fully committed to your professional development

Visits to the school are warmly welcomed. Please note that all visits will be informal and will not be part of the selection process, will not have any bearing on our shortlisting, interview, selection, and recruitment process.

Please contact our Business Manager Mrs Joyce Simpson at the school on 01274 545019 if you would like to arrange a visit.

To apply go to [www.prospectsonline.co.uk](http://www.prospectsonline.co.uk) Please note that CVs are not accepted.

**Closing Date: 12 noon, Wednesday 25 March 2026**

**Selection interviews: Monday 20 and Tuesday 21 April 2026**

**School Tours: By appointment**

*We are committed to ensuring the highest levels of safeguarding and promoting the welfare of children, and we expect all our staff and volunteers to share in this commitment. All offers of employment are subject to an Enhanced DBS check and references.*

*We are also an equal opportunities employer and welcome applications from all suitably qualified candidates.*

*Thank you for your interest in our role of Headteacher, we look forward to receiving your application.*

# Job Description

## Headteacher, Heaton St Barnabas' CE Primary School Reports to: The Governing Body Headteacher Group 3

This appointment is with the Governing Body of the school under the terms of the National Society Contract signed by the Governors as employees. <https://www.churchofengland.org/more/education-and-schools/church-schools-and-academies/staff-contracts-schools-and-academies>

The Headteacher will be expected to meet the National Standards for Headteachers (2020). These standards are built upon The Teaching Standards (2011) which apply to all teachers, including Headteachers.

The appointment is subject to the current conditions of employment of Headteachers, contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation, including that of the Department for Education, and the terms of the National Society contract. In carrying out his/her duties, the Headteacher shall consult, where appropriate, with the Diocese, Local Authority, the Governing Body, the staff of the school, its pupils and the parents of its pupils.

Our new head will be expected to continue the work of our current head and build on her success by fulfilling the following attributes:

### Core Purpose

- Provide effective professional leadership of the school in a way which reflects the school's Church of England foundation and enables adults and pupils to flourish.
- Lead by example, actively modelling and embedding into all areas of school life, the Christian vision and core Christian values of the school.
- Ensure its success and improvement through the provision of high-quality education and learning for all.
- Ensure an inclusive environment for all that promotes safety, care and equality for all.
- Secure, sustain and develop mutually beneficial partnerships with, for example, schools, external services, the Diocese and the Local Authority.
- Be accountable to the governing body, the employer.



# Job Description

## **The Headteacher will:**

- Establish and promote a distinctive Christian vision whilst respecting all other faiths, underpinned by their core values and moral purpose.
- Demonstrate through personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, governors, the local church and members of the local community.
- Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that reflects the needs of a Church of England school.
- Work with political and financial astuteness, within a clear set of principles centred on the school's Christian vision, ably translating local, Diocesan and national policy into the school's context.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.
- Demand ambitious standards for all pupils in their learning and behaviour, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, taking full account of the Church of England foundation.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis and collaborating with other local schools.
- Create an ethos, based on a distinctive Christian vision, within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.
- 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 within a Christian context.
- Provide a safe, calm, caring and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.



# Job Description

- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, with respect and dignity, supporting staff to improve and valuing excellent practice.
- Welcome strong church school governance and actively support the Governing Body to understand its role and deliver its functions effectively – in particular its functions to set school strategy, and hold the Headteacher to account for pupil, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements, the school's sustainability and its Christian character.
- Distribute leadership through the staff team, encouraging colleagues to have distinct roles and responsibilities and to hold each other to account for their decision-making.
- Create an outward-facing school which works with other schools and organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.
- Ensure that the school's Christian vision and associated values support, sustain and inform the school's formal partnerships- including with the Diocese, the local community and representatives of other faiths.
- Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers and the Church community to improve academic and social outcomes for all.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Inspire and influence others – within and beyond the school – to believe in the fundamental importance of education in young people's lives and to promote the value of education especially within a Faith context.

The Headteacher will be required to promote and safeguard the welfare of all children and young people within the school, by ensuring that the policies and procedures relating to safeguarding and child protection regulations are fully implemented and followed by all the staff. So that staff, pupils, parents and others feel able to raise concerns and that these concerns are addressed sensitively and effectively. This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteachers.



# Person Specification



**The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria through the application/reference/interview or tasks. Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.**

	Essential	Desirable
<b>Church School Commitment</b>		
1. Commitment to maintaining and developing the Christian vision and values of the school and promoting an understanding of other faiths and cultures	✓	
2. A practising Christian, who will actively live out and embed the Christian vision and core Christian values of the school, in accordance with the tenets of the religious denomination of the school (i.e. belonging to a church in membership of Churches Together in Britain and Ireland). A faith reference will be requested in addition to two standard references (Equality Act 2010: Genuine Occupational Requirement)	✓	
<b>Qualifications and Training</b>		
3. Qualified Teacher Status	✓	
4. Honours Graduate or equivalent	✓	
5. Further professional/academic study e.g. MA, CofEPQH, NPQH qualification	✓	
6. Evidence of commitment to continuous professional development appropriate for the role of headteacher	✓	
7. Up to date safeguarding training and knowledge of legislation for the protection of young people	✓	

# Person Specification



	Essential	Desirable
<b>Experience, Knowledge and Skills</b>		
8. Leadership experience at Headteacher or senior leadership level (minimum 3 years for the latter), including (ideally) in a church school	✓	
9. Proven management skills and a record of positive achievement	✓	
10. To have effectively managed whole school change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning, and delivered in-service training	✓	
11. Evidence of successfully implementing continuous, sustainable school improvement	✓	
12. Minimum five years' experience in a school across the appropriate age range	✓	
13. To have had involvement with preparing and monitoring budgets	✓	
14. Up to date knowledge and understanding of all key stages within the school	✓	
15. To have experience of implementing or monitoring safeguarding practice within a school	✓	
16. To have experience of inclusive educational practice within a school	✓	

# Person Specification



	Essential	Desirable
<b>Personal Qualities</b>		
17. The ability to build, create and then communicate a clear vision for the school	✓	
18. The capacity to provide inspirational, enthusiastic and innovative educational leadership	✓	
19. An ability to communicate effectively, both orally and in writing, with a range of audience	✓	
20. A caring and considerate attitude towards pupils and adults, treating all with dignity and respect and supporting them in such a way that they flourish	✓	
22. Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job	✓	
22. An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, other professionals, the Diocese and wider community	✓	
23. Think analytically and creatively and demonstrate initiative in solving problems	✓	
24. Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	✓	
<b>Safeguarding</b>		
25. Displays commitment to the protection and safeguarding of children and young people	✓	
26. The ability to form and maintain appropriate relationships and personal boundaries with young people	✓	
27. Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	✓	
28. Will co-operate and work with relevant agencies to protect young people	✓	

# Person Specification



## Personal Qualities

29. Each candidate will be expected to demonstrate knowledge and understanding of the National Standards of Headteachers which also form the basis of the Job Description for a Headteacher in a VA school. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in their new role.

## Confidential References

30. Positive recommendation from all referees, including current employer are essential.

31. A positive and supportive faith reference from the priest/minister where the applicant worships is desirable. Candidates who do not use their Parish priest / minister must give an explanation in the letter of application.

## Safeguarding

Our school has an equal opportunities policy for selection and recruitment in accordance with our safeguarding policy. The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share our commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other pre-employment checks, including references.

# Equal Opportunities Information

## Equality

Heaton St Barnabas' C of E (VA) Primary School welcomes pupils and staff from a wide range of backgrounds. We believe that their different cultures, talents and life experiences bring richness and vibrancy to school life and help to create an environment that supports us all in learning from each other. We take seriously our duties to eliminate discrimination, promote equality of opportunity and foster good relations between people of all backgrounds. This duty is set out in the Equality Act of 2010, which covers sex, race, disability, religion or belief, sexual orientation, gender reassignment and pregnancy or maternity.

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## Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.





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