HEADTEACHER RECRUITMENT PACK

Park House Road, Low Moor, Bradford, BD12 0NN
01274 600797 / www.https://www.lowmoor.bradford.sch.uk/

LETTER FROM THE CHAIR

Dear Applicant,

Thank you for your interest in the position of Headteacher at Low Moor Church of England Primary School, a Voluntary Controlled Primary School at the heart of the Low Moor community.

Our current Headteacher will be retiring after a distinguished 12-year tenure, leaving a legacy of stability, high standards, and deep commitment to our pupils and families. This transition presents an exciting opportunity for an exceptional leader to guide our happy, hardworking school into its next chapter.

We are seeking a Headteacher who will inspire, challenge, and support our dedicated staff team, and who will work in close partnership with Governors to shape the school's future strategic direction. The Governing Body is fully committed to supporting the successful candidate, including ensuring a comprehensive handover and a strong foundation from which to lead.

Low Moor CE Primary is proud of its achievements and determined to continue building on its strong performance. We are looking to appoint a leader who can demonstrate:

- Outstanding leadership knowledge and skills
- A clear and compelling vision for enriching our distinctive Christian ethos
- A passion for raising educational standards and securing excellent outcomes for all pupils
- A commitment to strengthening our well-established partnerships with families, the community, and local churches

Our new Headteacher will be an individual who is deeply committed to teaching and learning, experienced in Safeguarding and SEND leadership, and dedicated to championing the interests of pupils, staff, and the wider community.

We hope the information within this pack gives you a vivid picture of our school - its strengths, its values, and its exciting potential. Further details can also be found on our school website.

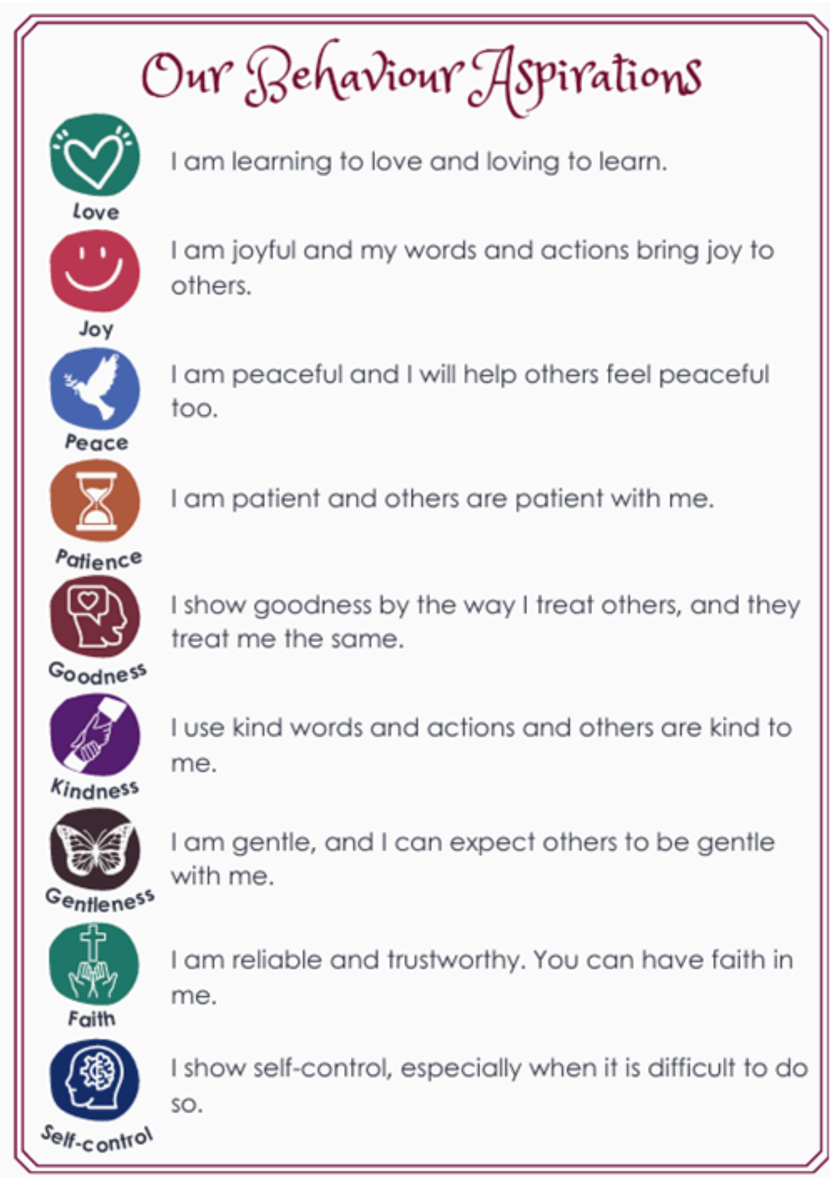
We warmly encourage you to visit the school; details of visit opportunities and contact information are included in the pack.
Thank you once again for your interest. We look forward to meeting you and receiving your application.

Yours faithfully,
Jake Brook

Chair of Governors
Low Moor Church of England Primary School

VISION AND VALUES

Our vision, ‘To Learn Together and Grow in God’s Love’ represents our foundations. This builds upon our values, ‘Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-Control.’
Based on the Fruit of the Holy Spirit (Galatians 5:22-23) these values are built into our ethos and this enables our children to develop and grow into confident and socially responsible young people.



Our Vision

To learn together

and grow

in God's love

LOW MOOR C. of E. PRIMARY SCHOOL

OUR SCHOOL

Low Moor Church of England Voluntary Controlled Primary School is part of the Diocese of Leeds family of schools. We are a two-form entry, co-educational school for children aged 4 to 11 years. The school is a gift from the church and is at the heart of our community.

Low Moor is a close-knit, diverse and proudly community minded area in South Bradford. It has a strong local identity, and a culture built around families, neighbourhood connections and shared values. The community is well established with many families having lived in the area for generations, contributing to a warm familiar atmosphere where relationships matter.

The school is situated 3.5 miles from the centre of Bradford. It has good transport links, being 1.5 miles from the M62 motorway, with Leeds, Wakefield, Huddersfield and Halifax being within easy reach.

LIFE AT LOW MOOR C OF E PRIMARY SCHOOL

The curriculum at Low Moor is exciting and engaging, with a vast array of opportunities for extra-curricular links and outdoor educational experiences. Opportunities for extra-curricular activities include a variety of before and after-school clubs, and hugely successful breakfast and teatime clubs. Our children are regularly involved in sporting events and competitions with other schools in the area, and we are always extremely proud of the effort, skill and teamwork they demonstrate when representing our school.

Parents are encouraged to be active partners in their children's learning through effective communication and regular information about children's learning and progress. We have developed the use of our school bungalow as a community space, which is used for a variety of activities to support our parents. The school benefits from a Family Support Officer, who is active in their support for Parents and Pupils.

Our school benefits from an active and supportive Governing Body who ensure that school fulfils its statutory duties and holds leaders to account. There is a Financial, Staffing and Premises committee which assists with ensuring school has sound financial practices providing value for money, our premises are well maintained, ensuring possible physical and professional learning environment for all.

Our church school is a proud member of the Diocese of Leeds and is central to the heart of the community it serves. Our close relationships with our two local churches are integral to our commitment to provide a holistic education that nurtures both academic and spiritual growth. We have a strong partnership with the Diocese of Leeds who provide regular support, training and networks.

ADVERT

Headteacher: Low Moor C of E Primary School
Salary: L18-L24
Job Type: Full Time, Permanent
Required for: September 2026

The Governors of Low Moor C of E Primary School are excited to appoint an inspiring and compassionate leader for our school. Governors, staff and pupils are seeking an ambitious and committed leader who will lead and develop our school to ensure all pupils and staff continue 'To Learn Together and Grow in God's Love'.

We are looking to appoint a leader who can demonstrate:

- Outstanding leadership knowledge and skills
- A clear and compelling vision for enriching our distinctive Christian ethos
- A passion for raising educational standards and securing excellent outcomes for all pupils
- A commitment to strengthening our well-established partnerships with families, the community, and local churches

In return we will offer you:

- Hard working staff who are committed to provide the best for our pupils to achieve their potential and become well-rounded individuals
- An inspiring curriculum aligned to our school's vision and Christian values
- A balanced budget and recent strong inspection outcomes; and
- A governing board fully committed to your professional development

Closing Date: 9 March 2026, 12 noon
Shortlisting Date: 13 March 2026
Interview Date: Wednesday 18 March 2026 and Thursday 19 March 2026

Visits to the school are warmly welcomed. Please note that all visits will be informal and will not be part of the selection process, nor will they have any bearing on our shortlisting, interview, selection, and recruitment process.

Please contact the school office on 01274 600797 if you would like to arrange a visit.
To apply go to www.prospectsonline.co.uk Please note that CVs are not accepted.

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 and an online search will be carried out at shortlisting. 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

This appointment is with the Governing Body of the school under the terms of the National Society Contract signed by the governors as employers.

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.

Low Moor Church of England Primary School is a welcoming and inclusive Christian school located in Bradford.
Guided by our Christian vision, “To Learn Together and Grow in God’s Love,” the Headteacher will provide inspirational, compassionate, and strategic leadership rooted in Christian values. The postholder will ensure that all pupils flourish academically, socially, spiritually, and emotionally, working in close partnership with the Governing Board, the Diocese, staff, parents, and the wider community.

Core Purpose

- Uphold, develop and articulate the school’s distinctive Christian vision, ensuring it is lived out daily across the school community.
- Lead and oversee Collective Worship, ensuring it is inclusive, meaningful and reflective of the school’s Christian ethos.
- Model leadership grounded in Christian values, enabling all pupils and staff to flourish.
- Develop and sustain the school’s ethos and strategic direction in partnership with the governing board and through consultation with the school community.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.
- Identify barriers to school effectiveness and develop realistic, timely strategies for improvement suited to the school’s context.
- Ensure that school improvement strategies are successfully implemented and embedded.
- Monitor progress towards achieving the school’s aims, priorities and objectives.
- Allocate financial resources responsibly, efficiently and effectively, ensuring value for money and alignment with the school’s vision.
- Abide by the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles), modelling integrity, openness and accountability.

Role Responsibilities

In fulfilling the responsibilities of Headteacher at Low Moor Church of England Primary School, the postholder will provide leadership that reflects and strengthens the school’s Christian vision, “To Learn Together and Grow in God’s Love.” They will ensure this vision informs all aspects of school life, from culture and curriculum to behaviour, inclusion, governance and professional development. Working collaboratively with staff, pupils, governors, the Diocese and the wider community, the Headteacher will lead across each of the following key domains to secure excellence, inclusion and continuous improvement for every child.

JOB DESCRIPTION

School Culture

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Inspire and motivate pupils, staff and members of the school community to excellent standards of achievement
- Serve in the best interests of the school's pupils
- Promote positive and respectful relationships across the school community
- Build and maintain a safe, orderly and inclusive environment

Teaching, Curriculum and Assessment

- 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
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Champion high-quality Religious Education in line with the Diocese of Leeds Syllabus, ensuring it is valued as a core subject

Behaviour

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Additional and Special Educational Needs (SEN) and Disabilities

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Ensures the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Ensures the school fulfils statutory duties regarding the SEND Code of Practice

JOB DESCRIPTION

Managing the School

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Lead school's Safeguarding practices, being a key figure in the Safeguarding team
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- Manage staff well with due attention to workload and staff wellbeing
- 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 school 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

Governance, Accountably and Working in Partnership

- Understand and welcome the role of 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.
- Ensure that staff 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
- Work successfully with other schools, local church organisations and relevant outside agencies
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Professional Development

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure that time is spent on your own Professional Development, role modelling a culture of continuous professional development.

PERSON SPECIFICATION

A - Application stage
P - Pre-employment check stage including references
I - Interview and Assessment stage

E - Essential
D - Desirable

Qualifications		
Holds a degree level qualification or equivalent.	E	A, P
Holds Qualified Teacher Status (QTS) or other recognised teaching qualification.	E	A, P
Holds a Professional Qualification or working towards gaining a NPQH or CEPQH or equivalent.	E	A, P
Experience		
Successful Senior leadership of a primary school setting (age range 4 to 11 years).	E	A, I
Experience of developing, reviewing the school's strategic plan, together with the Local Governing Body, ensuring that key objectives are used to develop school improvement plans.	E	A, I
A proven track record of building and implementing a culture of high performance, accountability and ethical standards from all staffing groups across the school.	D	A, I
Experience of raising attainment, setting high expectations and continually raising standards of teaching and learning.	E	A, I
Able to implement a climate of learning which enables the best outcomes for all pupils.	E	A, I
Experience in evaluating and using a range of data to improve pupil outcomes.	E	A, I
Experience of building successful partnerships with a wide range of stakeholders.	D	A, I
Experience of involvement with preparing and monitoring school budgets.	D	A, I
Experience in being a Designated Safeguarding Lead (DSL) or Deputy Safeguarding Lead (DDSL).	E	A, I

PERSON SPECIFICATION

Leadership Qualities		
Abides by the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles).	E	A, I
Ability to establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.	E	A, I
Ability to champion a culture which is inclusive, supportive, promotes diversity and equality, with ambitious expectations for all pupils.	E	A, I
Create a culture where all pupils, including those with vulnerabilities experience a positive and enriching school life regardless of age, ability aptitude or SEND across all phase groups.	E	A, I
Is a visible and high profile role model with a professional approach that demands excellence, confidence, trust and respect through inspiring and empowering staff to succeed.	D	A, I
Ensures staff have access to high-quality, sustained professional development opportunities to raise standards of teaching and learning for all pupils.	D	A, I
Ensure rigorous approaches to identifying, managing and mitigating risk.	E	A, I
Able to communicate a vision to a wide range of audiences and inspire others.	E	A, I
Committed to safeguarding, inclusion and promoting the welfare of all stakeholders.	E	A, I
Knowledge and Skills		
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at the relevant age range (4 to 11 years).	E	A, I
Up to date knowledge of national policy, legislation, financial frameworks and school governance in an academy setting.	E	A, I
Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils across all subjects and phase groups.	E	A, I
Operates with financial astuteness, within a clear set of principles centred on the school's vision.	E	A, I
Ability to analyse and interpret comparative data, establishing benchmarks and set targets for improvement.	E	A, I
Ability to embed clear quality assurance systems that drive consistency and improvement in performance across the school.	E	A, I

Equality

Low Moor C of E 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.

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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