



Wistaston Church Lane
Academy

**HEADTEACHER
RECRUITMENT PACK**

SEPTEMBER 2026



Welcome from the Chief Executive Officer



The Learning Partnership

Dear Applicant,

Thank you for your interest in Wistaston Church Lane Academy (WCLA) and The Learning Partnership.

We are looking to appoint a dynamic, passionate and ambitious leader to the role of Headteacher at WCLA to continue the school's journey to ensure the best possible education for our students. The Learning Partnership is a multi-academy trust that formed in September 2023 through the merger of two trusts working in the same geographical area that already were working in partnership. The trust is now 14 schools in four areas, Crewe, Congleton, East Staffordshire and Knutsford, with ambition for more growth in the future. We have taken on schools that face multiple challenges; we believe that our leadership should extend beyond the trust making a positive contribution to the wider sector.

We also have a significant central infrastructure including finance, HR, estates, marketing and governance functions. We also benefit from our School Improvement Framework, which delivers a range of professional development opportunities.

Above all, we are passionate about improving the life chances of the children, families and colleagues and communities that we serve.

We are looking for a school leader with a track record of making a difference; one who believes that all young people can achieve excellent standards and has the capacity and capability to give exemplary leadership to their team and school to make it a reality.

This role offers an exciting opportunity to continue the excellent provision at WCLA and further enhance the school.

Reporting directly to the Director of Primary Education, we will support you both personally and professionally, supporting your development and that of your staff and school, ensuring that you have access to our central educational expertise and school improvement support to drive the necessary improvements at the school. The successful applicant will enjoy the full support and confidence of our trust team, the school's staff and local governors.

Welcome from the Chief Executive Officer



The Learning Partnership

Leaders at The Learning Partnership are driven by a shared sense of accountability for all children across the trust and therefore work with openness and honesty. As a trust, we have a carefully balanced decision-making framework with Headteachers having the authority to take decisions that meet the needs of their school community. We have a talented team of Headteachers and leaders who collaborate to share resources, best practices, overcome challenges and learn from each other.

We hope that the information provided in this pack will help you to decide if you have the right qualities, skills and experience to apply for this role. If you feel that you have the vision, drive and necessary energy to lead Wistaston Church Lane Academy, then we would be delighted to hear from you. It really is an exciting time to join the journey here at The Learning Partnership.

I wish you all the very best in your application and look forward to meeting you.

Best wishes,

A handwritten signature in black ink that reads 'Dan Thomas'. The signature is written in a cursive style and is located to the left of the portrait photo.

Dan Thomas
Chief Executive Officer



About the Trust



The Learning Partnership is a multi-academy trust with 14 schools across Cheshire and Staffordshire.

Our family of schools consists of nine Primary Schools, four Secondary Schools and a University Technical College. We provide education for over 7000 students and employ over 1000 staff.

The trust believes in allowing each school to retain its distinctive identity and ethos whilst also being able to support the ambition of individual schools, helping children to reach their potential and benefit from the greater resources the trust brings.

Our Trust vision

Our vision is to deliver place-based education, which fully equips all our young people, particularly those from disadvantaged backgrounds, to become positive, engaged, successful members of society.

Our Trust values

Ambition

Inclusion

Opportunity

About Wistaston Church Lane Academy

from The Chair of Governors

Wistaston Church Lane Academy (WCLA) is a dynamic and ambitious two-form entry primary school in Crewe, renowned for its long-standing history, having served the community since 1874. Combining a proud tradition with a clear vision for the future, WCLA provides a nurturing and stimulating environment where every child can thrive academically, socially and emotionally.

Our school is recognised locally for its inclusive ethos, high expectations, and commitment to developing learners who are confident, curious, and ready to make a positive impact on the world. With strong leadership, a committed staff team, and active family and community engagement, the school is well-positioned to continue its journey of excellence and innovation. We also have a teacher-led nursery provision, which expanded into a purpose-designed building next to the main school in February 2024.

Four key words define what makes our school so special: **Welcoming, Community, Limitless and Aspirations**. These principles shape our ethos, guide our decision-making and underpin all aspects of school life. We are a truly inclusive school where there are 'no outsiders' and every child is recognised and valued as an individual.

Our pupils are encouraged to understand the impact of their words and actions and to contribute positively to the community around them. We believe that learning should be limitless; we encourage curiosity, resilience and a willingness to embrace challenge, ensuring that no ceiling is placed on what our pupils can achieve.

Alongside this, we promote high aspirations so that every child develops the confidence, motivation and sense of purpose needed to succeed in the next stage of their education and beyond.

We are passionate about inspiring the learners of today to shape the world of tomorrow. Our dedicated staff continually challenge and support pupils to make strong progress through a broad, balanced and engaging curriculum. We believe that children learn best when they feel happy, safe and inspired, which is why our curriculum is designed to be purposeful, exciting and rooted in our core expectations: Be Ready, Be Respectful, Be Safe.

Beyond the classroom, we place a strong emphasis on developing the whole child. A wide range of extracurricular opportunities and educational visits enrich pupils' experiences and broaden their horizons. Pastoral care is central to our work and we are proud of the inclusive culture that enables us to meet the diverse needs of our pupils and families. Our Swan Stars wraparound provision provides high-quality before and after-school care, further supporting our community and enhancing the wider school experience.

About Wistaston Church Lane Academy

from The Chair of Governors

WCLA benefits greatly from being part of The Learning Partnership, working collaboratively with partner schools to strengthen teaching and learning, share expertise and create wider opportunities for pupils and staff. Through this partnership we engage in joint professional development, curriculum collaboration and cross-school initiatives that support continuous improvement and innovation.

Governors, staff, pupils and families share a strong sense of pride in the school and work together to maintain the high expectations and supportive culture that define WCLA. As we look to the future, we are seeking a leader who will build on our many strengths, inspire our community and guide the next phase of the school's development.

Thank you for your interest in the post of Headteacher at WCLA. We look forward to welcoming you to our school and showing you why it is such a special place to learn, grow and belong.

Yours sincerely,

Dr Audrey Skidmore

Chair of Governors

Why work for us?

We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning and treated fairly with dignity and respect.

Terms and Conditions

Salary	L15 - L21
Pension	Teacher Pension Scheme: www.teacherspensions.co.uk
Other	Access to Employee Assistance Programme with wellbeing support 24/7. We offer salary sacrifice schemes for bikes or cars used for travel to work and technology for personal use, through monthly interest-free salary deductions. We also offer opportunities for professional development and benefits through TLP Perks.
Start Date	1st September 2026

About the Role



The Learning Partnership is seeking to appoint an ambitious Headteacher for Wistaston Church Lane Academy to continue the school’s journey and ensure the best possible education for our pupils.

The Headteacher will be a successful and experienced leader, able to enthuse, motivate and inspire children and staff, generating a love for learning at all levels. You will also have demonstrated excellent leadership, management and communication skills in your present role. Good teamwork, high standards and a capacity for hard work will be at the core of your success. You will be a creative thinker with the ability and determination to secure high-quality outcomes for all pupils.

We are proud of our school and are looking for someone who will uphold our excellent reputation and nurture our existing and positive relationships with staff and parents or carers.

Staff members work collaboratively together with each other and with pupils and their families to build strong relationships and improve outcomes for all.

As a Learning Partnership leader, you’ll join a brilliant, supportive network of primary and secondary schools with areas of excellent practice and access to some of the best professional development in the sector.

Be part of something bigger at The Learning Partnership:

- ✓ Access to a leadership coach
 - ✓ You will co – construct, consult and collaborate to shape educational improvement across the trust
 - ✓ Opportunities to sponsor school improvement networks across the trust
 - ✓ Membership of our Headteacher network
- Work in partnership beyond TLP



Job Description

Post:
Headteacher

Contract:
Full time, permanent

Salary:
L15 - L21

Start Date:
1st September 2026

PURPOSE OF THE ROLE:

As our new Headteacher, you will demonstrate your passion and commitment to excellence inside and outside the classroom. You will work collaboratively and provide exemplary leadership for a primary school, delivering outstanding provision and achievement for all.

The post reports into the trust's Director of Primary Education and is supported by a local governing body.

The detail of the role description is contained below. This should be considered within the context of the high standards within the domains of the 2020 Headteacher Standards.

KEY RESPONSIBILITIES:

The Headteacher will:

Lead on excellent progress, participation and achievement for all pupils equitably via a rich and diverse curriculum

- Ensure that the school continues to improve and has the capacity for sustainable improvement in all aspects of the curriculum and wider offers
- Ensure that high quality teaching and learning takes place consistently
- Ensure the continuing development of a rich and relevant curriculum and enrichment programme
- Make effective use of accurate data analysis to inform planning and support strategies to raise attainment, secure good progress and address underperformance of groups And individual students
- Ensure the school holds ambitious expectations for all pupils including those with additional and special educational needs and/or disabilities
- Forge collaborative networks within and beyond the school including with other trust schools in a climate of mutual challenge and support
- Establish effective relationships with other schools and organisations to identify and maximise opportunities
- Ensure that attainment and progress targets are met and improvement is secured
- Ensure high quality staff training and development successfully impacts on raising standards in teaching and learning



Job Description

Provide an environment where our people are valued

- Ensure that all staff are positively engaged, enjoy equitable treatment, are held to account, supported and challenged
- Nurture an environment where people's wellbeing and development are evident through compassionate leadership, behaviours, strategies and decision making
- Ensure an effective staffing structure, where accountabilities are clear and people are listened to, held to account, supported and developed
- Ensure that staff training and development is targeted to needs and measured to ensure that it positively impacts on teaching and learning standards
- Implement the trust's policies to ensure that people are recruited, managed, supported and developed appropriately and in accordance with our vision, mission, values and commitments
- Lead on health, wellbeing, workload, safeguarding and general safety across the school for pupils and staff, ensuring that a safe environment is experienced by all
- Ensure an environment that embraces equality, diversity, inclusion and social justice
- Ensure that open and transparent verbal and written communication strategies are implemented with staff, pupils, parents/carers and the local community
- Maximise opportunities for staff afforded by being part of The Learning Partnership
- Be a visible presence for pupils, parents/carers and the local community and sustain effective and positive relationships
- Contribute to support programmes for students and staff that may include weekends and holiday periods

Ensure financial viability

- Plan for sustained financial viability enabling flexible investment in school improvement
- Contribute to the production of annual school budgets, for approval by the trust board, which enable high quality teaching and learning and value for money
- Work closely with the central finance team to monitor budgets throughout the year



Job Description

- Ensure all financial transactions undertaken by school staff, are in accordance with the trust's finance handbook and financial control environment
- Proactively engage with external partners, the local community and colleagues to attract new pupils to the school

Robust governance through effective systems and processes

- Demonstrate understanding of the trust's delegation framework, act in accordance with its parameters and unite behind all decisions
- Provide transparent and thorough reporting and updates to the school local governing body in order for them to challenge and hold the school to account and/or to make decisions
- Lead on the establishment of robust systems and processes across all areas of the school, ensuring that the impact can always be measured
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- Identify, manage and mitigate against risks using the trust's risk management framework

Other general senior leadership responsibilities, behaviours and expectations

- Develop and maintain a culture of high expectations for self and others
- Commitment to the development of all staff as well as challenging underperformance at all levels and ensuring effective action and follow up at an appropriate pace
- Work to the 'Nolan Principles' of public life: selflessness, integrity, objectivity, accountability, openness, honesty, leadership
- A commitment to maintaining confidentiality and always acting with discretion
- Support and occasionally lead the development and maintenance of trust-wide and school policies and practices to ensure consistent application
- A positive approach to challenges, which seeks solutions to problems and addresses difficulties with positivity and good humour

Person Specification

	Essential	Desirable
Qualifications, Education, Training	<ul style="list-style-type: none"> • Degree and/or Qualified teacher status or equivalent • Evidence of continuing professional development or further professional study 	<ul style="list-style-type: none"> • Post graduate qualification or professional qualification e.g. NPQSL/NPQH/ • Designated Safeguarding Leader Trained
Relevant Experience	<ul style="list-style-type: none"> • Successful school leadership in a senior management role (Deputy/assistant headteacher or higher) demonstrated through impact, outcomes and achievements • Track record as a leader, of raising standards and achievement, demonstrated with outcomes • Evidenced experience across the broad range of key responsibilities outlined in the job description 	<ul style="list-style-type: none"> • Experience of working as a leader in more than one setting • Experience of working in schools that are Ofsted graded 'Good' or better
Safeguarding	<ul style="list-style-type: none"> • Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people • Knowledge of 'Keeping Children Safe In Education' (KCSIE) 	<ul style="list-style-type: none"> • Experience of working as the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead
Other	<ul style="list-style-type: none"> • A passionate commitment to develop the best in young people • A positive mindset focused on solutions • A commitment to further training and a willingness to participate in relevant CPD • Willingness to be engaged in partnership and community activities • Commitment to the vision and values of the school and the trust 	

Person Specification

	Essential	Desirable
Other <i>continued</i>	<ul style="list-style-type: none">• A positive approach to challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour• To be prepared to work flexibly, outside the usual school hours	

Keeping Children Safe in Education

The Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Data Privacy

You can read the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website: [Applicant Privacy Notice](#).

How to apply...

The closing date for application: 12pm on 23rd April 2026

Shortlisting: 23rd April 2026

Interview dates: Monday 27th April, Tuesday 28th April 2026

Opportunities to meet the Director of Primary Education, Lise Houldsworth, and have a tour of the school with the current headteacher can take place on:

Monday 23rd March 11am

Monday 13th April 11am

Friday 17th April 9.30am

To book a place, please contact Wistaston Church Lane Academy on 01270 663619.

If you have any questions about the role, please email businesspartners@tlptrust.com

Please read the information in this pack in full. If you decide to apply your application must include a supporting statement of no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification and job description, outlining any relevant experience and personal qualities you would bring to the role.

Please apply for this role using the 'Apply Now' link which will direct you to the relevant application page.

Please note we can only accept complete application forms rather than CVs.

This is because of the regulatory guidelines within Keeping Children Safe in Education, which requires us to check various details of job applicants and an identical application format for each candidate enables us to do this. We use a process that does not identify personal characteristics to the shortlisting panel. This is part of our commitment to equality and diversity.

In accordance with Keeping Children Safe in Education 2025:

Shortlisted candidates will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

An online search will be undertaken as part of the process of due diligence.

References will be sought and shared with the Selection Panel members prior to interview.

Thorough pre-employment checks will be applicable to the successful candidate.



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