



Headteacher



Dear Applicant,

Thank you for your interest in the position of Headteacher at Strike Lane Primary School.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information about the role and our School. I hope you find it helpful and on behalf of the whole school community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West. In our family of schools at this point in our growth, we have four secondary schools and six primary schools formally within the Trust.

Our mission and values provide a clear framework for us to work to. We are absolutely committed to serving our communities to ensure that every child achieves their potential by providing the highest quality educational experience in a truly inclusive way.

As a Trust, we don't believe in a one-size-fits-all approach for our schools or our students. We respect and celebrate individuality, working with a clear determination to support our children, colleagues and communities both collectively, and individually, to flourish and thrive through a rich and transformational provision.

We believe in the value of collaboration, and everybody working with the Trust shares a collective responsibility for the success of all of our children. We also recognise that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. That's why we are equally committed to ensuring every colleague benefits from the best possible employment experience where high-quality CPD and a sincere approach to supporting wellbeing enable our colleagues to achieve their own aspirations for their career.

We hope the enclosed information will give you good insight into our School & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'DCL', with a stylized flourish at the end.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice, and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of everyone across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.



**LINAKER PRIMARY
SCHOOL**



**CHURCHTOWN
PRIMARY SCHOOL**



**TARLETON
ACADEMY**



**NORTHBROOK
PRIMARY ACADEMY**



**WOODLEA JUNIOR
SCHOOL**



**ENDEAVOUR
LEARNING TRUST**



**ORMSKIRK
SCHOOL**



**BURSCOUGH
PRIORY ACADEMY**



**WELLFIELD
ACADEMY**



**STRIKE LANE PRIMARY
SCHOOL**



**BRINDLE GREGSON
LANE PRIMARY**

Why join Endeavour?



Fantastic pension schemes:
Teachers Pension Scheme and
Local Government Pension
Scheme



Access to 24/7 SAS
Health & Wellbeing service.
Counselling, Physiotherapy,
Private Medical and more



Free membership with
Vivup Employee Benefits,
Lifestyle Savings & Cycle to
Work Scheme



Automatic pay progression for
both Teaching and Support staff
in line with their grading
structure



Excellent CPD Offer for all
colleagues to truly support each
stage of your professional
development



Our Trust values guide
everything we do, creating
purpose and a supportive
workplace.



Term time only contracts
OR 26 days annual leave
PLUS bank holidays. 32 days
following 5 years' service



We honour continuous service
with other local authorities or
multi academy trust



Access to our Learning
Management System and
flexibility around CPD to allow
you to learn at your own pace

Dear Applicant,

Thank you for your interest in the position of Headteacher at Strike Lane Primary School

I am delighted to send you the enclosed information about our school. I hope you will find it helpful and on behalf of the whole school community, we would like to take this opportunity to extend a very warm welcome.

Strike Lane is part of Endeavour Learning Trust and has thrived as part of a successful family of schools. Our children are hardworking, enthusiastic and keen to work with their teachers and the support staff to get the very best out of each and every day at school.

Ours is a happy school; we work together for the good of the team and we are a team where everyone is valued as an individual. In our school we have high expectations but also a pragmatic emphasis on challenge and support. This counts for children and staff, teaching and non-teaching, everyone wants the best for everyone else.

In our team, our staff are committed to improving the experience of our children with a genuine desire to help them become the best person they can be. They are wholly optimistic and driven to making the school the very best it can be. Underpinning all we do is a commitment to developing the children in our school to become kind, well rounded and confident learners. We want to develop young people who believe in, and have the skills, to realise their own worth and potential.

The Trustees and our Local Academy Council are extremely proud of the school's journey and successes to date.

We are committed to promoting an ethos and culture of high aspiration and celebration, whilst providing a friendly and inclusive environment underpinned by a pastoral care system that values every member of the school community.

At the core of these roles lie curriculum and teaching and learning. The successful candidates will have experience of leading a broad, balanced and inspiring curriculum and high-quality teaching and learning. Most important to this end is a genuine sense of collaborative effort. The impact of the curriculum will be evidenced through the analysis of student performance and outcomes.

If you would like to visit us or if you would like to discuss any aspect of this post further, please do not hesitate to contact us.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Gareth Counce', written in a cursive style.

Gareth Counce
Director of Primary Education, Endeavour Learning Trust

Headteacher

Full time, Permanent

Leadership Pay Range L11-L18

£66,368 - £78,702 per annum

Required for September 2026

Lead with vision. Inspire our community. Shape the future.

Are you an inspirational, values-driven leader with the vision, warmth and determination to make a real difference? **Strike Lane Primary School** is seeking to appoint an exceptional **Headteacher** to lead our school community with passion, integrity and ambition.

This is a unique opportunity for a passionate and committed leader to build on our strengths, champion high aspirations for every child, and foster a culture where pupils, staff and families feel valued, supported and inspired.

At Strike Lane Primary School, we believe that every child deserves rich opportunities and experiences, within a nurturing, inclusive and ambitious environment. Our pupils are at the heart of everything we do, and we are proud of our strong sense of community, positive relationships and commitment to high-quality teaching and learning.

About the Role

As our new Headteacher, you will:

- Provide clear, strategic leadership and direction for the school
- Inspire and motivate pupils, staff and the wider school community
- Ensure high standards of teaching, learning and curriculum
- Promote an inclusive culture where all children can thrive academically, socially and emotionally
- Work in close partnership with parents, governors and external partners
- Lead with integrity, warmth and high expectations

If you are an ambitious, compassionate and forward-thinking leader who believes every child can succeed, we would be delighted to hear from you.

Informal tours of the school (with the Headteacher and Trust Director of Primary Education):

Friday 26th January 2026 at 2pm, Friday 6th February at 2pm, Thursday 12th February at 1:30 pm.

Please contact the school office on 01772 632724 to book your session.

HOW TO APPLY

To apply, please complete our online application form in full, along with a personal statement to support your application, outlining the relevant experience you can bring to Endeavour Learning Trust.

Applications should be submitted by 12 noon on Friday 20th February 2026

Shortlisting will take place on 25th February 2026.

Interviews are to be held on 10th & 11th March 2026.

Candidates should ensure that they and their referees are easily contactable, with the correct phone number and email address and able to reply promptly if references are requested.

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION



HEADTEACHER

Job Purpose:

- Communicate the vision and values of the Trust to all stakeholders with a leadership style that promotes engagement, inclusivity and high expectations.
- Develop and maintain a positive, warm ethos, where staff and students thrive within a mutually supportive environment
- Promote the strategic development of the school in line with the Trust's aims and ambitions
- Secure continuing success and sustained improvement for students and staff with a relentless focus on learning that supports the very highest achievement irrespective of starting point or background
- Lead by example and model the very highest professional standards at all times.
- Champion staff welfare by ensuring a workload that supports a healthy work/home balance and access to high quality continuous professional learning.
- Facilitate a productive, calm and focused learning environment, and manage the organisation and administration of the school.
- Work constructively and positively with the Central Executive Team and wider school leaders and Local Academy Councilors across the Trust
- Adhere to the professional duties of the Headteacher as contained in the School Teachers Pay and Conditions Document and the National Standards of Excellence for Head Teachers.

Building a vision, creating the school culture and leading change:

- Trust's vision and set high expectations of academic progress, ensuring that learning and progress is at the heart of all strategic planning, empowering all students and staff to excel
- Working alongside the Trust leaders and the Local Academy Council to develop and translate the vision, ethos and values of the Trust into clear plans which all stakeholders understand and see their place in.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents, Local Academy Councillors and members of the local community.
- Lead by example with respect, integrity, creativity, resilience, and clarity to foster and support a culture of collaboration and shared responsibility to improve and sustain outcomes for students.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development vision
- Lead through high expectation, aspiration and innovation, being prepared and able to inspire others, challenge and address under performance.
- Demonstrate and model commitment to the school, our partners, students, parents and our community.

Leading teaching, curriculum and assessment

- Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum
- Implement and evaluate strategies which secure the highest standards of teaching and learning,
- maintaining a professional learning community focused on sustained improvement in student outcomes
- Support the execution of an appropriate curriculum which is continually assessed against its impact on learning and progress.
- Actively engage with classroom practice and standards of teaching to celebrate excellence and challenge under performance.
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school.
- Support and sustain effective systems for the management of student behaviour, including pastoral care and an effective anti-bullying policy.
- Prepare, implement and monitor the School Improvement Plan in consultation with Local Academy Councillors and staff.
- Ensure that all students and staff fulfil their potential by encouraging high expectations and appropriate interventions within the school.

Leading and Managing Staff

- Promote ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of collective responsibility in staff for the impact of their work
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Lead a culture of achievement and consistently good practice, identifying, intervening and where needed, challenging under performance at all levels.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Develop a leadership team to build capacity and develop a sustainable and effective management team for the school.
- Model and expect outstanding professional conduct and practice.
- Maintain a consistently visible approach within the school, modelling quality for others.
- Support distributed leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making. Ensure school appraisal systems and processes are in place and effectively support, challenge and develop self and others.
- Support a professional development programme for all staff which meets the needs of the school and of individuals.
- Maintain relationships with staff unions and associations, and other organisations representing staff of the school.

Strengthening Community

- Create an outward-facing school which works with other schools and organisations, in a climate of genuine collaboration, to share best practice and help reduce workload.
- Develop effective relationships with fellow professionals and colleagues in other public services. Create and sustain partnerships with parents/carers to support and improve student achievement and well-being.
- Address parental concerns in a timely, measured fashion.
- Build the reputation of the school and ensure that the school is represented positively in the community.

Safeguarding

- Ensure that the School is safe for all students and staff
- Actively promote the health and wellbeing of all students and expect all staff and volunteers to share and demonstrate this commitment.
- Ensure that school complies with any Local Safeguarding arrangements
- Ensure that safeguarding policies and procedures are compliant with Keeping Children Safe in Education and are fully understood and implemented by all staff.
- Actively promote the safeguarding and well-being of students and staff whilst on the school site and when involved in school activities
- Ensure the school provides a safe environment for students, staff, and visitors and for maintaining the Single Central Record.

Budget and Resources

- Working with the Head of Estates make arrangements as required for the security, maintenance and effective supervision of the school buildings and their contents, and of the school grounds.
- Working with the Chief Finance and Operations Officer to contribute to the annual budget setting and effectively manage the budget throughout the year
- Actively seek to ensure the environment and facilities in the school are of the highest presentation and all possible resources are utilised effectively.

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

PERSON SPECIFICATION

Personal Attributes required (on the basis of the job description)	Essential (E) Or Desirable (D)	Identified by: Application Form (AF), Interview (I), Test (T) or other
Qualifications and Training		
The successful candidate will have:		
First degree or equivalent	E	AF
Masters level qualification	D	AF
NPQH (in process or completed) or other relevant leadership qualifications	E	AF
Qualified Teacher Status	E	AF
Experience		
The successful candidate will have:		
Current Leadership Position	E	AF/I
Evidence of impact in a Senior Leadership role	E	AF/I
Thorough knowledge of teaching and learning across all 3 key stages in the primary phase	E	AF/I
Background of successful leadership of school improvement strategies as a Senior Leader	E	AF/I
Secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement	E	AF/I
Experience of setting and monitoring challenging targets	E	AF/I
Experience of working positively with parents and carers	E	AF/I
Experience and understanding of management of human and financial resources at a senior level	D	AF/I
Experience of working effectively with Governors/Trustees	E	AF/I
Understanding of effective pastoral and behaviour policies and practices	E	AF/I
Understanding of effective teaching and learning strategies	E	AF/I
Understanding of primary/secondary education – outside of your own sector	D	AF/I
Experience of successfully supporting improvement working with other schools / academies	D	AF/I
Skills and Attributes		
The successful candidate will be able to:		
Ability to plan and allocate resources effectively	E	I
Ability to lead effective educational change	E	I
Ability to listen to, take and follow guidance	E	I
Ability to lead and inspire	E	I
Ability to take difficult decisions	E	I
Ability to motivate, develop, support and challenge staff	E	I
Able to effectively hold others to account for their performance and outcomes	E	I
Ability to enhance an environment of value, trust and respect	E	I

Ability to successfully establish links with the local community and external partners	E	I
Ability to work collaboratively	E	I
Ability to work closely as a team-member	E	I
Ability to listen	E	I
Personal Qualities and Attributes		
The successful candidate will have:		
Effective leader, committed to partnership and collaborative working	E	I
Leadership style which reflects the importance of delegating responsibilities and empowering others	E	I
Commitment to the academic, personal and social development of children and families	E	I
Approachable and supportive	E	I
Excellent interpersonal, communications and organisational skills	E	I
Commitment to involving others and maintaining strong and positive relationships with the whole school community	E	I
Someone who is resilient and determined but can also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner	E	I
Actively seeks new approaches, ideas and challenges. Be willing to be innovative	E	I
Willing to concede alternative approaches and get behind the team	E	I
Able to take direction when appropriate	E	I
Commitment to promoting best practice in safeguarding and the welfare of young people	E	I
Strategic thinker	E	I
An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	E	I
An enthusiastic and motivational leader with strong morale building skills	E	I
Clearance through the Disclosure and Barring Service	E	I
Compliance and adherence to the document 'Guidance for safer working practice for those working with children and young people in education settings' & Guidance for Conduct	E	I
Ability and willingness to travel to alternative sites	E	I

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