



Little Way Catholic Educational Trust

Appointment of a Head Teacher
Spring 2026





Welcome to our Trust - The Little Way Catholic Educational Trust

Little acts, great love, big difference

Dear Candidate

March 2026

We are delighted that you are considering applying for the role of Headteacher of St Joseph'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 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 Joseph's Catholic Primary School is one of six founding schools of a Trust formed in January 2024 and we are very proud of the work that all of our schools and wider communities have put in, to bring us to this stage. St Joseph's 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 building the future Trust, with two secondary schools set to join us in September 2026.

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, Shared Service Team 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 CEO

Nicola Connolly
Chair of St Joseph's Catholic Primary School
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, each being led by its own headteacher, whilst working together for the greater good of our whole community.

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 2-19 year old within a Catholic environment.

By 2030, 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 all curriculum areas. 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, to remove barriers to learning.
- **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 supported 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 Catholic primary schools from the Gloucestershire area, however, from September 2026, the Trust is expanding to include two Catholic secondary schools – one each from the Gloucestershire and Swindon areas. A further 6 Catholic primary schools are expected to join the MAT in 2027 to complete the Swindon hub, bringing school numbers to 14. Our current schools are listed below, and more details can be found about St Joseph'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.

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 been graded as Good by Ofsted and Good with Outstanding features in their last CSI 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 CSI. 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 been graded Good by Ofsted and was Outstanding in the most recent Diocesan inspection, awaiting CSI inspection soon.





Little Way Catholic
Educational Trust



Contents

Within this pack you will find:

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Headteacher

Group 2 L8-L14 (£61,543 - £71,330)

Starting 1st September 2026

St Joseph's Catholic Primary School joined the Little Way Catholic Educational Trust (LWCET) in January 2024 - a Multi Academy Trust made up of 6 Catholic primary schools within the Clifton Diocese. The Trust is expanding to include two Catholic secondary schools in September 2026 and a further 6 Catholic primary schools in 2027.

St Joseph's Catholic Primary School is a good school (Ofsted, Oct 2018) which provides a happy, nurturing and aspirational community where children's spiritual and educational development sit firmly at the heart of our mission. Rooted in our Catholic faith, everything we do is shaped by the belief that every child is created in the image of God and is called to flourish, grow and contribute positively to the world.

Following the announced retirement of the current Headteacher, LWCET is seeking to appoint an inspirational and passionate Headteacher of St Joseph's Catholic Primary School who will build on the current success and Catholic ethos of our school. This could be a great opportunity for the right candidate to start their headship journey with additional support and induction from the retiring headteacher for a short amount of time, until they settle into the role.

To apply for the role of Headteacher at St Joseph's Catholic Primary School, candidates should be a 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 our children.
- Be a creative and inspirational leader of the St Joseph'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.
- Be keen to share practice across the wider Trust, supporting school improvement at scale.

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.
- The Support of the LWCET Senior Leadership Team (consisting of the CEO of the LWCET and Headteachers of the schools within the LWCET)



- The possibility to explore co-headship with the current experienced headteacher for a specific amount of time by way of induction and headship training, recognising that this may be a first step into headship or Catholic school leadership for some candidates.

Visits to the school are warmly welcomed.

Please contact CEO, Charlotte Blanch at c.blanch@lwcet.co.uk to arrange a visit.

Closing Date for applications: 9.00 am, Tuesday 14th April 2026

Shortlisting: Wednesday 15th April 2026

Interviews: Thursday 23rd & Friday 24th April 2026

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,

St Joseph's Catholic Primary School is a popular primary school based in the Cotswold village of Nympsfield. We are a one-form entry primary school with extensive grounds and wrap around care from 7.45am – 6pm. There is also a pre-school on site.

We are a happy, aspirational school community with a strong Catholic ethos which provides a calm and organised learning environment which encourages children to achieve their best, and live life to the full.

Our current Headteacher is sadly retiring but is leaving a successful school with a good Ofsted outcome and CSI outcome. Pupil outcomes are strong and above national. 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.

Recognising that this may be the first step into a Headteacher role or perhaps a new step into Catholic school leadership, the governors and Trust are keen to explore extended induction if the successful candidate feels they would benefit from this and could consider options for shorter term co-headship or mentoring from the retiring Headteacher. If this is not required, all usual transition support would be put in place for the successful candidate.

We hope this information pack will give you an insight into our school, the values and ethos that make this such a special school community for our children to flourish. We are really blessed to have a wonderfully supportive, loyal and committed school team.

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

Regards,

Nicola Connolly

Nicola Connolly
Chair of Local Governing Committee



Application Process Details

What we need

All applications are to be submitted digitally via the advertisement on My New Term portal.

(<https://mynewterm.com/>)

This requires you to submit a completed Trust application form, which includes a section for your supporting statement. 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 and what support you feel you would require to step into this leadership role recognising that this may be a first step into headship, may be for an experienced head wishing to spend more time concentrating on teaching and learning (with a shared service team to look after the other things) or perhaps a new experience working within the Catholic education sector.

On the digital portal you'll also be asked to sign a Criminal Convictions Disclosure Form and, if successful at shortlisting, there'll be an Invite to Interview checklist which covers various disclosures.

Key Dates:

Visits:

Warmly welcomed by prior appointment. To arrange a visit, please contact CEO, Charlotte Blanch:

c.blanch@lwcet.co.uk

Closing Date:

Tuesday 14th April 2026 at 9am

Shortlisting:

Will take place on Wednesday 15th April 2026

Interviews:

Will take place on Thursday 23rd and Friday 24th April 2026

Applications to be returned via My New Term.

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



Our School – St Joseph's

St Joseph's Catholic Primary School is a happy, nurturing and aspirational community where children's spiritual and educational development sit firmly at the heart of our mission. Rooted in our Catholic faith, everything we do is shaped by the belief that every child is created in the image of God and is called to flourish, grow and contribute positively to the world.



Our work is guided by the Gospel virtues of **Faith, Hope and Love** and our **REACH** values—**Resilience, Empathy, Aspiration, Confidence and High Expectations**.

These values, co-created with our pupils, shape our curriculum, inspire our standards, and ensure that children develop the character, strength and compassion they need for their future. They enable our pupils to understand their place in our community and the wider world, and to act with kindness, purpose and integrity.

A strong sense of family is at the heart of St Joseph's. Our close and active relationship with St Joseph's Church, just a short walk from the school, brings richness to our liturgical life and strengthens our distinctive Catholic identity. Families and visitors often comment on the warmth of the welcome, the calm atmosphere and the deep sense of belonging felt throughout our school.

St Joseph's is a school that families choose — often travelling beyond their local area — because of our inclusive ethos, strong reputation and commitment to high-quality Catholic education grounded in Catholic Social Teaching.



Our children talk proudly about their school and their learning. They speak with enthusiasm about our beautiful grounds, our outdoor learning opportunities and the supportive environment that encourages them to take risks in their learning, build confidence and achieve their best.

Pupils demonstrate consistently positive attitudes to learning. They thrive because they feel valued and supported within a calm, structured setting where wellbeing is prioritised and restorative practice is used to help them learn from mistakes and grow as individuals.





Our dedicated staff share in the ownership of our virtues and values and act as outstanding role models for our children. They work together with warmth, professionalism and deep commitment to ensure that every child experiences a nurturing, inclusive environment.

Our Chaplaincy Team plays a vital role in supporting the spiritual development of our pupils. Through retreats, collective worship and prayerful support for our younger children, they help deepen pupils' relationship with God and enrich the Catholic life of the school.

Pupil leadership is a particular strength. Our School Council, elected by the children, represents the pupil voice and works proactively to improve school life in response to the ideas and needs of their peers.

Their leadership is purposeful, thoughtful and highly valued. An example of this shared leadership was the recent collaboration between the Chaplaincy Team and School Council to raise funds for our Prayer Garden, completed in October 2025. This beautiful, reflective space is a testament to the children's initiative, faith in action and commitment to enhancing the spiritual life of the school.



Their leadership is purposeful, thoughtful and highly valued. An example of this shared leadership was the recent collaboration between the Chaplaincy Team and School Council to raise funds for our Prayer Garden, completed in October 2025. This beautiful, reflective space is a testament to the children's initiative, faith in action and commitment to enhancing the spiritual life of the school.



Through these opportunities, pupils develop confidence, responsibility and a genuine understanding of what it means to contribute positively to their community and to live out the values that guide us every day.

St Joseph's is blessed with extensive, well-kept grounds that play a central role in school life. Playtimes are thoughtfully structured into a range of zoned play areas that allow all children to engage in purposeful, active and imaginative play. These include:

Sports zones, an imagination zone, a lively Disco area, an adventure zone, newly built



stage areas, a log trail and clamber stack, a well-developed outdoor learning area and dedicated gardening area with raised beds.

These rich and varied environments promote teamwork, resilience, creativity, independence and problem-solving, supporting children's development far beyond the classroom.

Our curriculum is carefully designed around our mission and **REACH** values. It ensures that children grow academically, personally and spiritually, understanding both who they are and the unique gifts they bring.



We take every opportunity to enrich learning through visitors to school, class trips, hands-on learning experiences, themed weeks, such as Science Week and Health Week, a highly valued Year 6 residential, which builds independence, teamwork and lifelong memories. By drawing on the skills and expertise of parents and the wider community, we make these experiences inspiring, purposeful and memorable — helping to build pupils' cultural capital and deepen their understanding of the world.



St Joseph's benefits from a strong and cohesive leadership team comprising the Headteacher, Deputy Headteacher, SENDCo and School Business Manager. The school is also supported by a committed group of competent middle leaders who drive curriculum

innovation, support colleagues and contribute meaningfully to ongoing school improvement.



Together, our leaders model the virtues and values that define St Joseph's. They foster a culture of high expectations, integrity and shared purpose, ensuring that every child is nurtured to "be the best they can be" in a community rooted in **faith, hope and love**.





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 committed to doing 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 4 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 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	