

Headteacher Recruitment Pack

St Peter's CofE Primary
School, Plymouth



Live hopefully, learn joyfully and love each other



St. Christopher's
Trust



Job Title : Headteacher

Salary Grade: L12-16 (£70,275 – £77,676)

Benefits: School Teachers' Pay & Conditions

School Name: St Peter's CofE Primary

Location: Plymouth

Closing Date: 12th October 2026

Interviews: 22nd and 23rd October 2026

To Start: 1st January 2027. Easter 2027 considered.



Welcome from Phil Banks

Chief Executive Officer



St Peter's is a special school with a proud history, a strong sense of community and an exciting future. As part of St Christopher's Multi Academy Trust, it benefits from being part of a family of schools united by a shared commitment to ensuring that every child, every adult and every community can thrive and flourish.

We are seeking a Headteacher who shares these values and who believes, as we do, that great schools are built on strong relationships, high expectations and a deep commitment to the success and wellbeing of every child. We want to appoint a leader who understands that education is about far more than academic outcomes alone. It is about creating a culture where children feel they belong, where staff are valued and supported to grow, and where families and the wider community are welcomed as partners in the life of the school.

St Peter's has made significant progress in recent years and is well placed for the next stage of its journey. This is an opportunity for a leader to build on strong foundations and to shape a vision for the future that is ambitious, inclusive and rooted in the needs and aspirations of the community it serves. We believe that all children deserve an exceptional education and the opportunity to flourish academically, socially, emotionally and spiritually. The successful candidate will share this belief and will be driven by a determination to make a lasting difference to the lives of children and families.

At St Christopher's, collaboration sits at the heart of everything we do. Our central team works alongside school leaders, providing challenge, support and expertise whilst recognising that every school and community is unique. The word alongside is important to us. We believe that school improvement is most powerful when people work together, drawing on one another's strengths, sharing ideas and learning from each other's experiences. Through this approach, our schools become places where adults and children alike can flourish.

I am looking for a leader who is values-led, community-focused and deeply committed to inclusion. We need someone who will embrace the Christian character of St Peter's whilst ensuring that every member of the school community feels seen, heard and valued. We seek a Headteacher who will inspire others through authenticity, humility and courage, and who will work tirelessly to create a school where everyone has the opportunity to belong, thrive and achieve.

If you are excited by the opportunity to lead a school that sits at the heart of its community, and if you share our commitment to ensuring that every child flourishes, I would be delighted to hear from you.

With very best wishes,

Phil Banks, Chief Executive Officer

About the Trust

St Christopher's Trust is a family of 21 Church and Community Schools spanning three local authorities; Devon, Plymouth and Torbay.

Central to our Trust is the spirit and principle of collaborative working which underpins all that we do along with our values of Collaboration, Humility, Respect, Inclusion, Stewardship, Trust. It is through these values and the way we work together that enables us to achieve our mission of Flourishing Communities. Intentionally, our Trust 'brand' is not at the foreground for each of our schools. We see them as unique in character and context and promote that. Being part of our Trust is about our collective impact, with skills and expertise available to all.

The Trust provides a network of collaboration at many levels. We seek to ensure that within our values framework, schools have enough autonomy to make local decisions that best support the uniqueness of each school community whilst also encouraging a sense of collective responsibility and partnership.

We are an outward-facing Trust and constantly seek to and work with a range of strategic partnerships which include our local Maths and English Hub, Teaching School, ITT partners and Local Authorities to ensure that every pupil has the best possible provision and is taught by a skilled teacher.



Some of the benefits of working for our Trust

- Be part of a supportive and learning based Trust
- Excellent collaboration with a dedicated Central Team
- Join 600+ colleagues across the southwest
- Support through professional coaching and personal
- Supervision sessions – we were the first for any South West Trust to offer this
- Opportunity to lead whole school change in spacious modern buildings
- Amazing location in the centre of Plymouth on the doorstep of beautiful Devon beaches and moorland

Our Team

We have a strong central team who work with schools to navigate the challenges of school improvement. This includes HR support, financial management, premises, H&S as well as our team of School Improvement Leaders. We have a rich programme of CPD that supports leaders, teachers, governors, support staff and aspiring professionals at their various stages of leadership development. This programme is ever-growing and changing in response to needs and includes:

Headteacher Leadership Network

An opportunity to learn with and from other Headteachers in the Trust.

Early Headship Support

A network for those new to Headship or in the first years of the profession to access a bespoke program of support.

Middle Leadership Skills Network

Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.

Subject Leadership Networks

English, Maths, RE, SIAMS, Science, History, Geography and EYFSP.

Headteacher Supervision

Regular and individual supervision sessions across the year, in partnership with 'Talking Heads' - a Devon based provider of supervision. We are one of the first Trusts to offer this vital programme of support to Headteachers.

SEND Network

Regular opportunities for leaders of SEND to come together, share, and develop practice.

Why not check out our Trust CPD pages to see the wide variety of support that we offer our Team.



Our Trust People Strategy



Rachel Hingston
Director of People and Talent

Our 2026–2027 people priorities include:

- **Continued development of our Internal Coaching Network**
- **Roll out of a revised line management training offer for all leaders**

Celebrate Diversity:

We believe in offering a working environment that celebrates individuality, diversity and inclusion and represents the communities we serve.

Investing In People:

Our people are the greatest resource we have. Every person plays a critical role in improving our schools and establishing our pupils to flourish.

At St Christopher's we are being intentional about how we welcome new employees and ensure all colleagues in our Trust belong and grow. Your Induction will reflect this.

A Forward Thinking Aspirational Employer:

We are committed to equality of opportunity and excellence in all our people practices, from our recruitment, induction and welcoming of new staff to our policy setting, employee voice practices and career development opportunities.

Our newly launched St Christopher's People Strategy has established our commitment to providing a culture that fosters continuous professional development (CPD) and employee engagement. At St Christopher's, we offer a powerful package of CPD to support you in the development of your career and wellbeing.

Our People



Kelly Earnshaw is the headteacher of St George's Primary in Stonehouse and is always available for a conversation.

Kelly leads on personal development across the Trust with a particular focus on the Trust's Welcome, Connect and Belong Strategy. She is also leading on the development of diversity in the curriculum through leading a working party in this area.

You are most welcome to give Kelly a call to discuss the Trust on [01752 224863](tel:01752 224863)

Sean Millar is our Executive Director of Education and is central to the Trust's ongoing school improvement and is always available should you wish to discuss the role.

He can be contacted at:
sean.millar@stcmat.org

**Sean Millar, Executive Director
of Education St Christopher's
Multi Academy Trust**



Having previously been a headteacher in St Christophers, he is now the Regional Director of Education working closely with St Peter's. He will be overseeing the recruitment and so we would encourage you to contact Chris if you would like to know more about the role.

Contact on chris.conners@stcmat.org to arrange a call.

**Chris Conners, Regional
Director of Education, St
Christopher's Trust**

About our school

St Peter's Church of England Primary School is situated in the Stonehouse area close to the centre of Plymouth with approximately 170 pupils on roll. Families come from a rich variety of different ethnic backgrounds and almost half of pupils have EAL. In addition, children identified as SEND are well above the national average and ability levels on entry to the school are generally well below national expectations. The school has a dedicated nursery for up to 30 children which aims to nurture an environment which makes a real difference to children's early lives and foster supportive relationships with their families. The school is a historic part of the local community which aims to provide a safe, secure and caring environment where children and staff can learn and flourish together. At St Peter's we see children as the most important part of our school; we want them to develop a lively and enquiring mind, a positive desire to learn and the resourcefulness to be wise and effective problem solvers.



Ethos and Values

We are a school inspired by Christian values and driven by the Gospel "that they may have life and have it abundantly" (John 10.10), and we are supported by St Peter's Church and its Parish Priest. Each child, whatever their background, is an important individual and their needs are supported by the school's distinctive vision, expressed through our mission statement to "Live hopefully, learn joyfully and love each other". We believe that all children can achieve regardless of their background; alongside securing academic success and developing a rounded personality, we aim to help children understand the Christian faith and develop their own understanding of God.

Our Local Community & Catchment

St Peter's sits at the heart of the Stonehouse community, a distinctive and diverse part of Plymouth. The catchment includes a high proportion of flats and apartments alongside established housing. There is quick access to nearby to newer developments around the internationally recognised Royal William Yard. Families come from a wide range of cultural, social and economic backgrounds, creating a rich mix of languages, cultures and life experiences. St Peter's is proud to serve this vibrant community and is committed to ensuring that every child and family feels welcomed, valued and supported to flourish.



Community Links

St Peter's Church works closely with the whole school to build collaborative partnerships with other community groups and to develop the role of the school within the parish. The school has worked on many community art and drama projects held within the community. The school has been an active participant in the 'Widening Horizons' project and has benefited from working with the Millfields Trust.

Person Specification

	Essential	Desirable	Tested by
Professional Qualifications	• Qualified teacher with qualified teacher Status. • Evidence of continuing professional development relating to school leadership and curriculum development.	• Church of England Professional Headship Qualification. • NPQH or equivalent.	• Application • Document inspection at interview. • Interviews.
Relevant Experience	• Significant experience at a Senior Leadership level in a primary school. • An understanding of, and commitment to, promoting the safeguarding and welfare of pupils • A commitment to protect and enhance the Anglican ethos, upholding the Christian distinctiveness of the school.	• Experience of working within a Multi- Academy Trust. • Experience as a Headteacher.	• Application. • Interviews.

Shortlisting will be based on your ability to show evidence of: • Hold a clear, personal vision for the curriculum, knowing that you want to be taught and how. • Want the very best provision for every pupil, celebrating their uniqueness and working through others to overcome barriers where they exist. Be able to give clear examples of how you have improved provision and therefore outcomes for all or some pupils. • Are a thoughtful leader, open to learning and recognise and draw on a range of skills to meet the demands of running a small school with a wonderful community. • Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community in order to fulfill the school's vision and values. • Nurture the school's culture and ethos, informed by the Church of England's vision and expectations of its school's.	• Application • Interviews.
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Relocating?

Plymouth is a vibrant city and excellent place to live. It is nestled between stunning coastline and beautiful Dartmoor, only a short drive from the most beautiful beaches the country has to offer. So whether you are after a walk across the wild terrain of the moor or you fancy some paddleboard, kayaking or surfing, all are easily achievable.

It has benefited from significant investment over the last few years with ambitious projects still to come meaning that it has an incredible offer for evening entertainment. Whether that is going out in the historic Barbican of Plymouth or enjoying a relaxing meal at one of the many wonderful bars and restaurants, at the redeveloped Royal William Yard, you will never be short of options.

Plymouth is an excellent city for families too. Its mixture of safety, with low rates of crime, and plethora of attractions and activities make it an ideal place to bring up a family. Attractions such as the Box, ready access to boat trips, the huge array of events on offer throughout the year and the amazing history and heritage of the city make Plymouth a great location to live, work and play.



How to Apply

For further details about our school please visit: www.st-peterscofe.plymouth.sch.uk

For further details about our trust please visit and for details about the application process: www.stchristophersmat.org

To arrange an informal discussion about the role with our Regional Director of Education please email Chris Conners: chris.conners@stcmat.org

For any information about the application process: people@stcmat.org

St Peter's School and St Christopher's Multi Academy Trust are committed to equal opportunities. If you require any adjustments as part of the recruitment process, please make these known through the cover email of your application.

Addresses

St Peter's Primary School
Rendle Street,
Stonehouse,
Plymouth
PL1 1TP

Trust Contact details

www.stchristophersmat.org
people@stcmat.org

The Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates. You should read our safeguarding policy before applying.