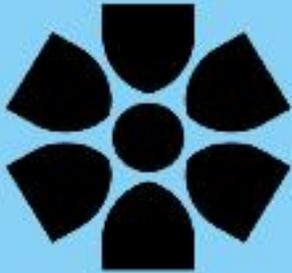




Little Way Catholic
Educational Trust



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 Catharine's Catholic Primary School within the Little Way Catholic Educational Trust (LWCET). We hope what you see below will give you all 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 Catharine'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 Catharine'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 staff team, 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, Shared Service Team, Local Governing Committee 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

Vin Kelly
Chair of St Catharine'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 geographical hub. These hubs are where the support services for our schools are centred so that headteachers and school staff can get on with fantastic teaching and learning and being the heart of their communities, while specialist support carries out non-educational functions.
- **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 Catharine’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.





Contents

Within this pack you will find:

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Headteacher

Group 1 L6-L12 (£58,569 - £67,898)
Starting 1st September 2026

St Catharine'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 5 primary schools in 2027.

St Catharine's Catholic Primary School is a good school (Ofsted, Oct 2021) which provides a welcoming and inclusive community, rooted in the teachings of Christ and guided by the mission, "Let Your Light Shine." The school provides a nurturing environment where pupils are supported to grow academically, spiritually, socially, and emotionally, preparing them confidently for the next stage of their education.

LWCET is seeking to appoint an inspirational and passionate Headteacher of St Catharine's Catholic Primary School who will build on the success and Catholic ethos of our school.

To apply for the role of Headteacher at St Catharine's Catholic Primary School, candidates should be practising Catholic and should be keen to maintain a teaching commitment for the equivalent of no more than two days per week, organised in such a way as to support the Headteacher in their wider role of school leadership. There is also an option for the successful candidate to take on the role of SENDCo as an alternative to some of this teaching commitment if they hold the relevant experience/qualifications to do so.

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 Catharine'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.
- Be keen to share their exemplary teaching skills with colleagues or lead SEND across the school, with the support of a strong Inclusion cluster group and Trust lead-SENDCo.
- 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 pupils

We can offer you:

- Pupils who demonstrate a strong sense of belonging to this welcoming, inclusive and 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)



Visits to the school are warmly welcomed.

Please contact LWCET 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 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 Catharine's Catholic Primary is a popular school set in the north of the Cotswolds in Chipping Campden. We have a PAN of 15 and there are currently just over 110 children at our school. We are excitedly exploring the possibility of an on-site nursery at the moment and already have an on-site breakfast club that is very popular with our families.

We are a welcoming, inclusive school community with a strong Catholic ethos. St Catharine's is a happy school where children are encouraged and nurtured to achieve their best, and to let their light shine.

Our previous Headteacher is sadly stepping down from school leadership but is leaving a close-knit and joyous school community who are very much at the heart of the local community. The school has successful outcomes and is currently judged as Ofsted 'good' (October 2021) with an outstanding CSI inspection outcome (January 2020). We are now looking to appoint an inspirational leader who will guide the school on the next stage of its journey which we are very excited about.

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,

A handwritten signature in blue ink, appearing to read "Vin Kelly". The signature is fluid and cursive, with a long, sweeping tail that extends downwards and to the right.

Vin Kelly
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 in the classroom or supporting SEND 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:

9.00 am Tuesday 14th April 2026

Shortlisting:

Will take place on Wednesday 15th April 2026

Interviews:

Will take place on Thursday 23rd 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 Catharine's

St Catharine's Catholic Primary School is a welcoming and inclusive community, rooted in the teachings of Christ and guided by the mission, "*Let Your Light Shine.*" The school provides a nurturing environment where pupils are supported to grow academically, spiritually, socially, and emotionally, preparing them confidently for the next stage of their education.

Faith is at the heart of school life. Our mission shapes relationships, behaviour, and daily practice, creating a community grounded in the virtues of courage, compassion, and community. These virtues were developed in collaboration with pupils, staff, and the wider school community. **Courage** encourages pupils to take responsible risks, explore new ideas, and stand up for what is right. **Compassion** fosters understanding, forgiveness, and care for others, nurturing empathy inspired by Christ's unconditional love. **Community** helps pupils recognise their role in building a fair, inclusive, and joyful school, supporting them to use their God-given gifts responsibly and to develop a strong moral framework. Staff share in the ownership of the school's values and are positive role models across the school.



Our curriculum is broad, balanced, and ambitious, designed to build knowledge and skills progressively while fostering curiosity, independence, and resilience. Pupils engage positively with their learning and take pride in their achievements.

Catholic Social Teaching underpins all aspects of life at St Catharine's. Pupils are taught to respect the dignity of every person, prioritise the needs of the poor and vulnerable, and contribute positively to their community. Through acts of kindness, service, participation in school projects, and care for the environment, pupils live out the Gospel in meaningful ways. These principles are reflected across school initiatives, from charitable projects to eco-work, and are inspired by the example of St Catharine of Alexandria.

Every child is encouraged to take an active role in school life, from classroom discussions and assemblies to liturgies and charitable projects, pupils learn that their voice and actions can make a difference.

Each year, pupils vote for their Prime Minister, who chairs School Parliament meetings, with children leading activities across prayer, sports, reading, music, and more, actively contributing to school priorities and driving pupil-led change. Our Parliament aims to prepare our pupils for global citizenship and to be life-long learners by teaching them about roles, rights and responsibilities.





The Catholic life of the school is vibrant and active. Pupils participate confidently in prayer and worship, increasingly taking responsibility for leading collective worship and liturgies. The Catholic Schools Inspection highlighted this strength, noting pupils' wholehearted engagement in the prayer life of the school. Chaplaincy and pupil ministries ensure that spirituality is woven throughout the school day.

St Catharine's is also a caring and nurturing environment. Strong relationships and clear expectations support positive behaviour and wellbeing. Pastoral care is a priority, ensuring pupils feel safe, supported, and ready to learn. The school works closely with parents to

foster a strong sense of community and partnership and there is a thriving PTA who fundraise for the school.

We have three school rules, Be ready, respectful and safe. We know that children will make mistakes and as educators it is our responsibility to help them to learn from their mistakes. We do this following the Restorative and Relational Practice approach.



Leadership and governance ensure that the school's mission and virtues

remain central to its work and future development. Staff are committed to continuous improvement, and governors actively monitor and support Catholic life, curriculum, and pastoral provision, ensuring pupils receive a high-quality education within a faith-filled environment.



St Catharine's Catholic Primary School is a place where pupils grow in faith and learning, live out the virtues of courage, compassion, and community, and let their light shine as confident, caring members of society.





Person Specification

Person Specification		
A - Faith Commitment		
	Essential	Desirable
Practising Catholic	E	
Involvement in parish community		D
Experience in 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 Willingness to undertake NPQH upon taking up post	E	
Has completed the Catholic Leadership Programme (CLP) or has a commitment to do 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)/Head of School/SENDCo	E	
To have taken an active involvement in school self-evaluation and development planning	E	
To have had an 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 and be willing to share this with staff	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	