



Headteacher Application Pack

This Information Pack should be read in conjunction with our Christian vision, '*Love others as well as you love yourself*' (as demonstrated in the story of The Good Samaritan). It is central to all we do at Montreal Church of England Primary School.

We thrive on hope, mutual respect, and the love of our friends in the school community and beyond. We value all individuals and celebrate our diversity within a safe and welcoming family. Together 'We are Montreal'.



Montreal Church of England Primary School

Ennerdale Road
Cleator Moor
Cumbria
CA25 5LW

A warm welcome.

“Love others as well as you love yourself” (Matthew 22:39)

I write on behalf of our dedicated Governing Board, to welcome you to the application process for the post of Headteacher. We thank you for your interest and hope the information included in this pack provides you with a good insight into the school, our Christian ethos and the significant role the school plays within the local community.

Montreal C of E Primary School is located in the historic village of Cleator Moor, nestled between the hills of the Western Lake District and the beautiful Solway Coast.

Our previous Headteacher decided to retire in July 2026, and the Board has been able to secure Leadership for the 2026-27 Autumn Term. The post will be available from January 2027.

We offer delightful, inquisitive children with a keen desire to learn, the support and commitment of an ambitious governing body, talented, knowledgeable and committed staff, and the opportunity for significant professional and personal rewards. If this sounds like the post for you, we encourage you to read the application pack and apply.

Together ***‘We are Montreal. Caring, Loving and Learning Together, Every Day in Every Way.’***

If you would like to discuss the role in more detail with us, please contact Kathryn Lee, Chair of the Governing Body: chair@montreal.cumbria.sch.uk

Kind regards

Kathryn Lee
Chair of Governors



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HEADTEACHER, FULL-TIME, PERMANENT

Montreal Church of England Primary School

Tel: 01946 811347

NOR: 108

Required from January 2027

Salary: Leadership Range L8 – L14 (£61,836 - £71,682)

Nestled between the hills of the Western Lake District and the beautiful Solway Coast, Montreal Church of England Primary School is a warm, inclusive, and ambitious school at the heart of the Cleator Moor community. Rooted in our Christian vision and values, we are committed to nurturing every child so they can flourish academically, socially, and spiritually.

The Governing Body is seeking an exceptional leader who will continue to build on our strengths and guide the school confidently into its next chapter.

What we are looking for:

- a strong, strategic and compassionate leader with a clear vision for high-quality teaching and learning
- a leader committed to the Christian ethos of our school and able to promote our values in daily school life
- proven experience in raising standards and improving outcomes for all pupils
- a commitment to inclusive practice, ensuring every child is known, supported, and challenged
- someone who can communicate effectively, inspire, motivate, and develop staff at all levels
- a relationship-builder who works positively with pupils, families, staff, governors, the parish, and the wider community
- a resilient, reflective leader with integrity and optimism

We can offer you:

- a warm and welcoming school with respectful, happy children who are proud of their school and are enthusiastic about their learning.
- a culture which is distinctively Christian, inclusive and with excellent church links.
- a highly professional and dedicated staff,
- supportive governors who are ambitious for the school's future

If you would like to discover more, we would encourage a visit to the school website. Visits to the school can take place from 3.30pm. If you wish to arrange a visit, please contact the school via email, to make an appointment chair@montreal.cumbria.sch.uk .

Cont.

Headteacher: Mrs L Wilson

Tel: 01946 811347

Email: office@montreal.cumbria.sch.uk

Web site: www.montreal.cumbria.sch.uk

Application pack and information can be found on the school website, or available, via email from chair@montreal.cumbria.sch.uk

Closing date: 2nd September 2026 at 12 noon (via post or e-mail: chair@montreal.cumbria.sch.uk)

Shortlisting: 8th September 2026

Interview date: 14th & 15th September 2026

The school is committed to the safeguarding of its pupils and expects all staff and volunteers to share this commitment. The successful applicant will be appointed on the completion of an enhanced DBS check and receipt of professional references.

Headteacher: Mrs L Wilson

Tel: 01946 811347

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**Montreal CE School
Headteacher Person Specification**

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of continuing professional development relating to school leadership 	<ul style="list-style-type: none"> • Christian Leadership qualification and/or experience • (CE)NPQH or other leadership qualification • Other relevant post-graduate qualification • Holding or willingness to complete the SENDCO Qualification
Experience <i>Recent and successful experience of:</i>	<ul style="list-style-type: none"> • Managing safeguarding and 'Early Help' procedures for pupils and their families • Senior Leadership, management and teaching in a primary school • Leading curriculum development • Tracking pupil progress and attainment to inform and evaluate the effectiveness of teaching and interventions, • Positive behaviour management 	<ul style="list-style-type: none"> • Working in the church school sector • Teaching in more than one key stage • Working with governors • Strategic financial planning and budget setting in line with a school vision
Wisdom <i>Demonstrate wisdom through understanding of:</i>	<ul style="list-style-type: none"> • The distinctive Christian character of a Church of England school, as expressed through its vision, values and ethos • Strategies to develop 'community and living well' together through partnership with families, and relationships with local churches and the local community • Principles for the development of effective teaching and learning to reflect the needs and worth of every pupil • Principles of school self-evaluation and strategies for planning school improvement to enable flourishing for all • The Church of England Vision for Education 	<ul style="list-style-type: none"> • The unique context of Montreal CE School and its local community • The legislative framework for a VC school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment • Personnel issues relevant to school leadership
Skills <i>Ability to:</i>	<p>Develop Hope and Aspiration:</p> <ul style="list-style-type: none"> • Inspire motivate and challenge staff, pupils and others to live out the school's Christian vision by communicating a hopeful journey of improvement • Develop teaching and learning to enable all pupils to fulfil their potential, including modelling exemplary teaching practice 	<ul style="list-style-type: none"> • Champion Montreal CE School



	<ul style="list-style-type: none"> • Deliver Collective Worship that reflects the Christian identity of the school <p>Promote Community and Living Well Together:</p> <ul style="list-style-type: none"> • Foster good teamwork through promoting a sense of community through a culture of ‘living well.’ • Monitor and evaluate the performance of people and policies in line with the ethos of the school • Further enhance relationships with the Governing Body, external agencies, the Diocese, the LA, and other schools <p>Promote Dignity and Respect:</p> <ul style="list-style-type: none"> • Ensure all children are kept safe from harm and educated in an environment where all God’s children are valued 	
<p>Personal Attributes <i>Evidence of:</i></p>	<ul style="list-style-type: none"> • Commitment to supporting and further developing the Christian identity of the school • The ability to communicate effectively and sensitively (in spoken words and in writing in a range of contexts) in a way which inspires confidence in others. 	<ul style="list-style-type: none"> • Developing mutually enriching networks and partnerships



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Job Description

This job description should be read within the Christian vision, values and character that are essential to the shared life of Montreal Church of England Primary School. We believe that everyone is valued, loved and matters to God and that our school should be a place where we can all grow, be encouraged and flourish, knowing what the Church of England's Vision for Education reminds us is 'life in all its fullness' (John 10.10)

This Job Description, for the Headteacher of Montreal Church of England School, reflects and should be read in conjunction with:

- the expectations set out in the National Standards for Headteachers (2020) (the "Headteachers' Standards")
- the statutory requirements set out in the School Teachers Pay & Conditions (2021)
- the statutory requirements set out in the Teachers Standards (2011, revised 2013) (the "Teachers' Standards") and the Standard for Teachers' Professional Development (2016)
- the Church of England Vision for Education: Deeply Christian, Serving the Common Good (2016).

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Part one: Overview

The Headteacher will:

- work with the Governing Body to sustain and develop the school's Christian ethos and strategic direction
- establish and oversee systems, processes and policies which enable the school to operate effectively and fulfil its statutory duties, including those relating to safeguarding
- ensure that a well-developed and broad curriculum is implemented which facilitates the spiritual and academic development of all pupils
- ensure that all staff have high expectations for pupils and that the quality of teaching and learning is excellent
- model exemplary practice
- identify development areas and implement strategies for addressing them which are realistic,



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timely and suited to the school's context

- monitor progress towards achieving the school's aims and objectives
- allocate financial resources appropriately, efficiently and effectively
- take responsibility for their own continued professional development including engaging in the performance appraisal process and striving to meet professional targets and
- undertake any other duty needed to ensure the effective running of the school.

Part two: Main Purpose

The Teachers' Standards provide a foundation upon which the standards for Headteachers are built.

Our Headteacher, like other teachers, is expected to meet the Teachers' Standards. He or she is also responsible for providing a working environment in which other teachers at our school can meet them.

The Headteachers' Standards set out additional responsibilities for Headteachers, over and above those contained in the Teachers' Standards.

Our Headteacher is expected to meet the Headteachers' Standards and to demonstrate consistently high standards of principled and professional conduct.

Our Headteacher is expected to ensure that the school is an Effective Church School within the standards set by the Church of England Vision for Education and the SIAMS Schedule.

Relationships

In addition to the responsibilities set out in the Headteachers' Standards, our Headteacher is expected to:

- build relationships rooted in mutual respect ensuring our school is witnessing to its Christian identity, facilitating the flourishing of all
- forge collaborative relationships beyond the school with parents, carers, and the local community
- sustain and further promote positive and creative partnerships with the Parish of Crosslacon, its ministers and congregation(s) to foster the spiritual development of the children and the Christian life of the school
- commit the school to work successfully with other schools and organisations (including the Diocese of Carlisle and the Cumbrian Alliance of System Leadership) in a climate of mutual



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challenge and support and

- model the school's Christian vision and ethos in all their relationships with others.

Leadership

In addition to the responsibilities set out in the Headteachers' Standards, our Headteacher is expected to:

- sustain and further develop the school's Christian ethos and strategic direction
- maintain and develop the current safe and happy working and learning environment for staff and pupils, with a focus on safeguarding and high expectations of behavior
- nurture the existing culture that recognises the worth of every individual, encouraging all (pupils and adults) to stretch themselves spiritually, morally, imaginatively and actively to aspire to be the best they can be and achieve their God-given potential
- ensure ambitious educational standards which prepare all pupils, whatever their background or starting point, for the next phase of their education and life
- inspire and lead the school as a worshipping community and
- demonstrate a personal hopefulness through perseverance, patience, openness and celebration.