



Headteacher Application Pack

Baden-Powell & St Peter's CE Junior School





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Letter from the CEO of Coastal Learning Partnership, Paul Howieson

Dear Candidate,

Thank you for your interest in the Headteacher vacancy at Baden-Powell & St. Peter's CE Junior School.

There are some schools whose reputation precedes them: Baden-Powell & St. Peter's is undoubtedly one of those schools.

Highly regarded and deeply valued by the community it serves; Baden-Powell & St. Peter's has established itself as a school of considerable strength and character. It is a school where children flourish personally, socially and academically; where staff are proud to work; and where families place an enormous amount of trust in the school. In a recent parent survey, an extraordinary 99% of responding families said that they would recommend the school to another parent. That level of confidence speaks volumes about the quality of education and care provided by the school.

Baden-Powell & St. Peter's, for all these reasons, remains a school of choice in the local area, remaining popular and typically over-subscribed, even within the wider context of falling pupil numbers in surrounding areas.

As you explore this opportunity, I hope you will quickly gain a sense of what makes Baden-Powell & St. Peter's so special.

The school's vision, rooted in the words from Colossians, "Whatever you do, work at it with all your heart", is not simply displayed on walls. It is clearly reflected in the life of the school and in the attitudes of those who learn and work there. The values of Aspiration, Compassion, Friendship, Respect and Resilience provide a strong moral foundation and create a culture in which children are encouraged to flourish, achieve and develop a deep sense of belonging.

One of the features which immediately strikes visitors is the scale and vibrancy of the school community. As a large junior school (six form entry, 720 on roll), Baden-Powell & St. Peter's is able to offer children an impressive range of experiences and opportunities, both within and beyond the classroom. Parents frequently identify the school's wider enrichment offer as a particular strength, citing the music provision, sporting opportunities, clubs, and leadership roles for pupils. The school's premises are indeed impressive and well-maintained, featuring extensive outdoor areas and field space, two school halls, a library and a specialist music room. The sandy beaches of Sandbanks are just a few minutes away.

The school is ambitious for all its pupils whilst remaining warm, welcoming and inclusive. Parents describe the school as kind, nurturing and aspirational. They speak positively about the way children are encouraged to develop confidence, character and independence. It is a school where children genuinely enjoy learning, value their relationships and feel proud to belong. Meaningful and purposeful links are well-established with its main partner infant schools, also part of the CLP family.

A flavour of typical comments from parents:

"Absolutely fantastic school with wonderful staff and happy pupils."

"My child is always happy to go to school she thoroughly enjoys the environment and thrives in it."

"We have already met with my son's teacher twice this half term and have had two phone calls home – one purely to relay positive information about my son, which I really appreciated."

"The school genuinely seems to nurture each child's individuality. Whether they excel in sport, music, art, or academics, they are encouraged to share their strengths with their peers, helping to shape remarkably well-rounded young individuals."

At the heart of the school's strong parental reputation is a committed and talented staff team. In the recent employee engagement survey, colleagues highlighted the supportive culture within the school, the willingness of staff to help one another and the positive relationships that exist. Staff spoke of a strong team ethos and a shared commitment to achieving the very best outcomes for children. Baden-Powell & St. Peter's benefits from a workforce that cares deeply about its community and is determined to contribute to its continued success. The school demonstrates its strong commitment to inclusion through a staff team which is patient, caring and determined to find solutions which enable children to thrive. This commitment is recognised through its Inclusion Quality Mark accreditation, awarded last year.

The school has also enjoyed stable and successful leadership. The next Headteacher will inherit a school with many strengths, an excellent reputation and a highly-engaged community. Like every successful school, Baden-Powell & St. Peter's must also continue to evolve and respond to the changing needs of education. The successful candidate will find security in their appointment, but also opportunity: the opportunity to shape what comes next for this school. Given its very many strengths, Baden-Powell & St. Peter's has created clear potential to show Ofsted that it meets their definition of 'exceptional'. It's not quite there yet and we are looking for a leader to bring that firmly and positively into the school's reach.

Importantly, you will not be undertaking that responsibility alone.

As part of Coastal Learning Partnership, the school remains firmly rooted in its own community whilst benefiting from membership of a wider professional family. CLP is a Multi Academy Trust of twenty schools across two local authority areas (Dorset and Bournemouth, Christchurch and Poole councils) with professional central offices and training facilities in West Howe. CLP's two furthest points are St. Clement's and St. John's CE Infant School (in a beautiful Victorian building in sunny Boscombe) and Swanage Primary School in the Purbeck area of Swanage.



Within the family of CLP, Baden-Powell & St. Peter's CE Junior is surrounded by other schools who are keen to collaborate and share, both in the immediate area of Poole but also more widely across CLP's schools. The Headteacher of Baden-Powell & St. Peter's will not be doing the job alone!

CLP exists to serve, inspire and empower every member of its learning community. We place great value on each school's unique identity and character. We do not seek uniformity; rather, we encourage schools to learn from one another and to contribute their own expertise and strengths to the wider partnership. That inherently brings closer alignment between schools as Partnership-wide best practice is distilled and schools increasingly influence each others' practice and development.

As Headteacher at Baden-Powell & St. Peter's CE Junior School, you will immediately become part of a supportive and professionally generous network of Headteachers. You will also be supported by a highly competent central team, ready to assist you in realising your ambitions for your school. You can expect to be supported in all challenges around leadership of your school, including areas such as finance and HR, firmly within a climate of respect for your position as senior lead of the school. At CLP we believe that Headteachers should be empowered to lead with confidence, authenticity and vision. CLP ensures that its Headteachers have the space for creativity and vision. They are encouraged to be themselves, bringing their own character and style to their schools. Furthermore, CLP's Headteachers have a genuine 'voice'; through our collaborative approach and the value we place on working together in co-construction, Headteachers' opinions and talents influence what CLP is like and what it becomes.

CLP's core values are 'serve', 'inspire' and 'empower' and I hope that some early sense of those values comes through this information pack. Our schools serve one another and, in turn, are served by a central team. Our Headteachers are empowered to confidently lead their schools' ongoing improvement journeys – and we all draw inspiration from each other along the way.

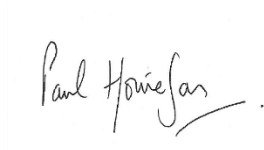
Consistent with its commitment for schools to remain as expressions of their local communities, each CLP school has its own Local Governing Body. The Local Governors at Baden-Powell & St Peter's are deeply committed to their school through effective challenge, monitoring and support, and they stand ready to welcome and support their new Headteacher.

I would strongly encourage you to make an informal visit to the school. You will experience the warmth, energy and ambition which define this vibrant school community. Similarly, I would be delighted to speak with you about the school and about life in CLP more generally.

This appointment represents an exciting opportunity to lead a successful and respected school onto even better and greater things. The newly appointed Headteacher can count on the support, encouragement and professional generosity of the full Coastal Learning Partnership community.

Thank you once again for your interest in Baden-Powell & St. Peter's CE Junior School. I wish you every success with your application and look forward to meeting prospective candidates in due course.

Yours faithfully,



Paul Howieson
Chief Executive Officer, Coastal Learning Partnership

Letter from the Chair of the Local Governing Body, Gina Smith

Dear Candidate,

Thank you for your interest in Baden-Powell & St. Peter's CE Junior School.

This is a rare opportunity to build upon our school's significant strengths whilst helping shape an exciting future for a school which is held in extremely high regard by its children, families, staff and wider community. We are looking for an inspirational Headteacher to lead our wonderful school into the next stage of its journey.

As Local Governors, we are incredibly proud of Baden-Powell & St. Peter's. We believe it is a special place characterised by warmth, ambition, opportunity and strong relationships. Despite being a large school, there is a genuine sense of community and belonging. Visitors often remark upon the positive atmosphere, the confidence of the children and the strength of relationships throughout the school.

We would strongly encourage you to visit us. You will be warmly welcomed into a vibrant and caring school community where children are at the very centre of decision-making. You will meet enthusiastic pupils who are proud of their school, committed staff who work tirelessly for children and families, and a highly supportive community that values the school enormously.

We are proud of the school's Christian vision and values which underpin relationships, guide behaviour and help create an environment where children are encouraged to become confident, caring and successful young people.

One of the school's greatest strengths is the breadth of opportunities available to pupils. Baden-Powell & St. Peter's is a place where children can discover talents, pursue interests and develop confidence through sport, music, leadership opportunities, clubs, educational visits and wider enrichment experiences. We are proud that so many children participate enthusiastically in all aspects of school life and that the school seeks to develop the whole child, not simply academic achievement.

Relationships with parents and carers are a particular strength. Families regularly speak of the care, commitment and professionalism of staff and the positive impact the school has had upon their children. The confidence placed in the school by its community is something we value greatly and are determined to preserve.

We are also proud of our talented and dedicated staff team. Their commitment to children, willingness to support one another and desire to continually improve have contributed significantly to the success of the school. The next Headteacher will inherit a strong team with a shared determination to provide the very best for every child.





Our existing Headteacher has built a school which enjoys a strong reputation, a positive culture and many successes of which we are enormously proud. As Local Governors, we now hope to find someone to build strongly on that foundation and to take us to new heights. We hope for a Headteacher who will embrace everything that makes Baden-Powell & St. Peter's unique whilst bringing their own vision, energy and ideas. We are looking for a leader who will inspire and support others, who values relationships, who places children at the heart of decision-making and who will work collaboratively to ensure that the school continues to thrive.

We share the ambition expressed by our CEO that Baden-Powell & St. Peter's has the potential to become truly 'exceptional', and we are excited to find the leader who will help realise that ambition.

As Local Governors, we are fully committed to supporting our new Headteacher, providing purposeful and meaningful challenge within a supportive environment. We believe strongly in the partnership between school leadership and local governance and look forward to working closely with the successful candidate as we continue to serve this remarkable school community.

We wish you every success with your application and look forward to welcoming prospective candidates to our school.

Yours faithfully,

Gina Smith

**Chair of the Local Governing Body
Baden-Powell & St Peter's CE Junior School**

Headteacher

Baden-Powell & St Peter's CE Junior School, Poole

Part of Coastal Learning Partnership

L21-27 £87,664-£101,540 per annum

Full time, permanent

Starting 1st September 2027



"Whatever you do, work at it with all your heart." (Colossians 3:23)

Are you an inspirational leader who can build on success, nurture a strong Christian vision and lead a thriving school community into its next chapter?

Baden-Powell & St. Peter's CE Junior School is seeking an exceptional Headteacher to lead our vibrant, inclusive and highly regarded Church of England junior school in the heart of Poole. The school is a large six-form entry junior school serving children from Year 3 to Year 6 and is recognised for its positive culture, strong community relationships and commitment to helping every child flourish.

Our Christian vision and values of Aspiration, Compassion, Friendship, Respect and Resilience underpin everything we do, enabling children and adults alike to thrive within a supportive and ambitious learning environment.

As Headteacher, you will:

- Provide inspirational strategic leadership for the whole school.
- Build strong relationships with children, staff, families, local governors and the wider community.
- Enable the school to be a centre of excellence, driven by highly effective and inclusive classroom practice.
- Nurture and develop our distinctive Christian ethos.
- Work collaboratively with colleagues across Coastal Learning Partnership to further improve outcomes and opportunities for pupils.

We are looking for a leader who:

- Has prior experience as a Headteacher delivering strong pupil outcomes.
- Is passionate about enabling all children to achieve their very best.
- Can inspire, motivate and develop staff.
- Demonstrates strong moral purpose and integrity.
- Values collaboration and partnership working.
- Will embrace and promote the school's Christian vision and values.

In return, we offer:

- The opportunity to lead a successful and well-regarded school.
- Talented and committed staff.
- Enthusiastic and engaged pupils.
- Supportive local governors and trust leaders.
- Extensive leadership development and collaboration through Coastal Learning Partnership.

We warmly welcome prospective candidates to visit the school. To arrange a visit, please contact the school office on 01202 743280.

We would also strongly encourage you to have an informal conversation about the role with Paul Howieson, CEO. Please contact Helen Moors, PA, on 01202 806155 or email office@coastalpartnership.co.uk to arrange a mutually convenient time.

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment. **CVs will not be accepted.**

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.



About the School

Baden-Powell & St Peter's CE Junior School is a large and successful junior school in Poole serving pupils in Years 3-6. The school's vision, "Whatever you do, work at it with all your heart", is underpinned by aspiration, compassion, friendship, respect and resilience.

On 1st July 2016 the school joined five other local schools in forming Harbourside Learning Partnership. In March 2020 this group merged with two other local Trusts to form Coastal Learning Partnership.

Pupils on roll	729 pupils (PAN of 180, full at 720)
Form entry	Six form entry
Pupils with SEN Support	8.6 %
Pupils with an SEN Education, Health and Care Plan	2.3 %
Pupils who first language is not English	13.6 %
Pupils eligible for free school meals at any time during the past 6 years	14.4 %

Links to further information

[Latest Ofsted report, February 2025](#)

[Latest SIAMS report, October 2019](#)

[Latest Key Stage 2 outcomes](#)

About Coastal Learning Partnership

Coastal Learning Partnership is a family of twenty primary schools across Dorset and Bournemouth, Christchurch and Poole Local Authority areas. The Trust is committed to broadening horizons together through collaboration, school improvement and professional development.

The Trust serves thousands of children through a collaborative model built upon shared values and professional generosity.

The Partnership exists to:

- Serve schools, families and communities.
- Inspire pupils and colleagues.
- Empower schools and staff to be their very best.

The successful candidate will benefit from:

- Strong professional networks.
- School improvement expertise.
- Leadership development opportunities.
- Collaboration with experienced leaders across the Trust.
- Access to wider resources and central support services.



Job Description: Headteacher

Baden-Powell & St Peter's CE Junior School

Details of the role and professional responsibilities of a Headteacher are provided in the DfE's National Standards of Excellence for Headteachers. While the Headteacher is expected to meet those requirements and to carry out the duties as set out in the School Teacher's Pay and Conditions Document, we are looking for a Headteacher who will also regard the following as priorities in their leadership of the school.

Main Purpose

- Be a visionary leader who continually inspires, motivates and supports colleagues to provide an outstanding learning experience for every pupil in the school, fostering an environment of honesty and openness for all.
- Engender respect and trust throughout the school, and be able to plan and deliver improvements through effective leadership, management and delegation.
- Work closely with the local governing body and the wider Partnership to ensure all children are eager to learn, aspire to reach their full potential and grow as emotionally-intelligent, well-rounded individuals.
- Be welcoming and approachable, have high personal expectations as well as high expectations of colleagues, parents and pupils and show professional accountability, as well as deep loyalty to the school.
- Position the school as a proactive and professionally generous member of the CLP family of schools.

Vision

- To establish and sustain the School's Christian ethos and strategic direction with the Partnership, the diocese and with the church and school community.
- Lead by example, drawing on own expertise and skills and that of others.
- Embrace and build on existing successful practice, whilst looking at effective and innovative ways to enhance the educational experience to enable each pupil to flourish.
- Maintain a wide, current knowledge and understanding of education and school systems and pursue own continuous professional development.
- Be able to translate local and national policy into the school's context, taking into account ethos and vision.

Leadership & Management – Curriculum and Learning

- Set the climate and standards for inspirational teaching to occur in every classroom.
- Ensure the creation of a rich and inspirational curriculum which meets the needs of every pupil.
- Expect ambitious standards to be set for all pupils, overcoming disadvantage and advancing equality, holding staff accountable for pupils' outcomes.
- Evaluate the school's performance accurately and consistently, identifying priorities and means of improvement.
- Build further upon the current collaborative, friendly and nurturing ethos of the school and the culture of open classrooms in order to share best practice.
- Support, care for and sustain the enthusiastic, dedicated and cohesive staff.
- Encourage and challenge colleagues at all levels to develop through high-quality training and sustained professional development.

- Build on existing strong partnerships with parents and carers, retaining an informal and open approach, ensuring they are well informed about the progress of their children and school curriculum, policies and achievements.

Leadership & Management - Systems and Processes

- Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and aligning with the arrangements of the wider Partnership where appropriate.
- Exercise strategic, visionary, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, is in the best interests of pupils' achievements and the school's sustainability.
- Maintain the safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils, and recognising their exemplary behaviour in school and wider society.
- Work with CLP and local governors to recruit and retain staff of the highest quality, making appropriate arrangements for their induction to the school and.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of education provided.
- Oversee rigorous, fair and transparent systems and measures for managing the performance, professional conduct and practice of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

Shaping the Future & Strengthening Community

- Fully embrace the work of CLP, actively engaging in all discussions and developments.
- Share innovation and work with others in the Partnership to develop excellent practice.
- Ensure the school is outward-facing, working with other schools to champion best practice and secure excellent achievements for all pupils.
- Continue to foster links and further develop the strong relationships which exist with parents, Governors, the LA, the Diocese, the wider community and the agencies which support the school.
- Ensure that new initiatives are carefully planned and thoughtfully executed in order to meet objectives, through clear and open communication with pupils, staff and parents/carers.
- Identify emerging talents, coaching current and aspiring leaders.

Safeguarding

- Ensure that robust processes are in place to secure the welfare and safety of children, complying with both local and national requirements.
- Ensure that all staff share a strong commitment to safeguarding.

This job description will be reviewed annually as part of the Headteacher's appraisal arrangements.

Person Specification: Headteacher

Criteria	Essential	Desirable
Qualifications:	▪ Qualified Teacher Status ▪ Evidence of, and commitment to, relevant continuing professional development	▪ A relevant degree or higher degree qualification ▪ NPQH qualification
Experience:	▪ Significant senior leadership experience, including at Headteacher level. ▪ A proven track record of effective leadership and implementing whole school initiatives which have brought sustained improvement. ▪ Effective management of the performance, professional conduct and practise of colleagues, including addressing underperformance, supporting all staff to improve. ▪ Understanding of the current Ofsted and SIAMS evaluation frameworks.	▪ Leadership experience within a <i>junior school</i> environment ▪ Leadership experience within a <i>large school</i> environment. ▪ Recent experience of the inspection process. ▪ Experience of collaborative working across schools. ▪ Experience within a Church school.
Professional knowledge & skills:	▪ Excellent understanding of how to achieve highly effective education. ▪ Knowledge of the latest and proposed changes in educational policies and procedures. ▪ Up to date knowledge of exemplary safeguarding practice. ▪ Ability to articulate and communicate a vision for the development of the school, respecting our Christian values. ▪ Have the credibility as an excellent teacher to monitor, evaluate and review classroom practice, promote improvement strategies and challenge underperformance at all levels. ▪ Ability to accurately analyse and appropriately use performance data and other contextual information to identify areas for improvement. ▪ Enhance the value of the school to the wider community and involve that community in enriching the learning experiences of pupils. ▪ Ability to identify emerging talents and grow current and aspiring leaders.	▪ Awareness of key policy areas key policy areas including inclusion and equal opportunities and health and safety. ▪ Awareness of the Church of England vision for education ▪ Knowledge of the wider legal and financial context of school leadership. ▪ Exercise strategic, visionary, curriculum-led financial planning to ensure the effective use of budgets and resources.

Criteria	Essential	Desirable
Philosophy & Commitment	- Champion the pursuit of an inspiring educational experience for all where every pupil can achieve success and be engaged in learning. - Commitment to the school's wider community	
Personal Attributes	- Set the highest standards of honesty, integrity and professionalism at all times. - A self-initiator and developer, capable of self-reflection and able to set challenging personal targets. - Ability to work accountably under authority. - Approachable, visible with the ability to inspire trust and commitment from the school community. - Excellent interpersonal skills to foster the links with staff and stakeholders, e.g. governors, parents/carers, Partnership, local community, etc.	

The post holder may be required to travel to other local sites, including other CLP schools as part of routine networking

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.



MAKING JESUS KNOWN

Being present, we will show compassion, speak truth and offer hope

Dear Candidate,



Thank you for your interest in joining a school within the Diocese of Salisbury community. We support 190 church schools, serving over 40,000 children and young people, with a focus on deeply Christian education rooted in church and community life.

As a headteacher, you will join a vibrant diocesan family of 190 church schools serving 42,000 children and young people. The Salisbury Diocesan Board of Education (SDBE) offers partnership, professional development and practical support, underpinned by a shared commitment to the flourishing of children, adults and schools.

Working with the wider Diocese, parishes and education leaders, the SDBE comes alongside headteachers as they lead deeply Christian schools rooted in their communities. Through trusted relationships, encouragement and practical support, we will:

- Listen carefully, offer wise challenge and stand alongside you as you shape a courageous, hopeful vision for your school and community;
- Nurture you as a spiritual leader, helping your school's Christian vision shape flourishing, worship, religious education and the daily life of the whole community;
- Connect you with schools, trusts, parishes and partners so that wisdom is shared, children's voices are heard and no leader faces challenge alone.

The SDBE strengthens courageous Christian leadership and governance, helping schools and trusts nurture their distinctive church school culture and steward their people, resources and relationships wisely. We seek God's wisdom as we help adults, children and young people grow as spiritual leaders, pursue God-given goals and make Jesus known. Children's voices shape diocesan ministry and mission because we recognise them as leaders now, not only for the future.

We equip headteachers to bring life, hope and positive change to their communities, model a Jesus-shaped life and draw on the distinctive gifts of their schools, trusts and parishes. In every partnership, we seek to show compassion, speak truth and offer hope.

Almost all church schools partner with the SDBE through the Programme for Church School Flourishing or the Partnership Service Agreement (PSA). Headteachers benefit from school visits, induction, foundation governor training, development for RE and collective worship leaders, and bespoke support with SIAMS, spiritual development, vision and values.

A 2022 external review recognised the SDBE's strategic influence, its role in protecting and developing the Christian character of church schools, and its contribution to education across the Diocese. As a headteacher, you will join a respected partnership committed to the flourishing of your school and the greater good of all schools.

Discover more about the SDBE's mission, strategic vision and support for church school leaders through the Salisbury Diocesan Board of Education.

We look forward to welcoming you to our community.

The Salisbury Diocesan Board of Education

Application Process

Applicants should complete the Trust application form via our website and, as part of this, submit a supporting statement explaining how their experience, leadership approach and values meet the requirements of the role. References will be sought prior to interview. The successful candidate will be subject to enhanced DBS, child barred list and other safeguarding checks.

We would strongly encourage you to have an informal conversation about the role with Paul Howieson, CEO. Please contact Helen Moors, PA, on 01202 806155 or email office@coastalpartnership.co.uk to arrange a mutually convenient time.

Activity	Date
Applications close	15 th November 2026
Shortlisting	16 th November 2026
Assessment and interviews	2 nd & 3 rd December 2026



Coastal Learning Partnership School Locations

Coastal Learning Partnership School Map

