Learning Community Trust

Headteacher of Crudgington Primary School

ROLE INFORMATION PACK

Role	Headteacher
Main Location	Crudgington Primary School, Crudgington, Telford, TF6 6JF
School Website	crudgington.lct.education
Status	Permanent
Contract Type	Leadership/Teacher
Salary	Leadership Range L14 to L18
Accountable to	Director of Education
Application deadline	11th December 2026 at 12 noon
Interview Dates	Thursday 14 January 2027 Friday 15 January 2027 if required
Enquiries and applications to	Laura.deakin@lct.education











Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.

Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

Our values

A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.

Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point -they can achieve exceptional educational outcomes.

Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.

Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective

Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.

Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.

Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.

Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.

For more information please visit **lct.education**

Together, with our families, our staff and our communities, we are stronger.

At the Learning Community Trust, we are proud to lead a family of academies that spans education from early years through to post-16 within our specialist settings. We serve thousands of young people and staff across our academies and take our responsibility seriously, placing our young people, staff, and families at the heart of everything we do.

Our mission is so important to us all, we all work tirelessly to deliver an inclusive, compelling, and transformative education that empowers young people both in the classroom and beyond, preparing them for the rapidly changing world ahead. We are united by a shared vision: to develop compassionate, resilient, and inspirational individuals who are ready to thrive in an ever-changing global community.

Our eight core values: A Trust With Heart, Successful Young People, Never Leave A Child Behind, Learning For All, Thriving Community, Respect For All, Together We Are Stronger, and Coping With the Challenges of Life create our daily moral compass and guide every decision we make and every service we offer.

We believe that every young person deserves access to a rich and inspiring educational experience, one that fosters a mindset for success and importantly, prepares them to be global citizens. Across our Trust, we are proud to celebrate equality, diversity, inclusivity, and individuality, recognising that we have far more in common than that which divides us. Each of our academies is distinctive, with its own ethos and community, yet all are united in our commitment to exceptional outcomes and shared trust values.

Our success is rooted in a steadfast commitment to the professional growth and well-being of our staff. We believe that when our teams are empowered, supported, and continually developing, they create the foundation for truly exceptional learning experiences. That's why we invest in high-quality training, leadership development, and well-being initiatives that nurture both personal and professional growth. By fostering a culture of care, collaboration, and continuous improvement, we ensure that our staff feel valued, inspired, and equipped to make a lasting impact in the lives of our young people.

To ensure we remain focused and forward-thinking, we have developed a robust Five-Year Strategic Plan. This plan is more than a roadmap; it is a commitment to realising our mission and values across every academy and community we serve. Grounded in our eight core values, the plan sets out clear priorities, aligns resources, and establishes measurable goals. It unites leaders, educators, families, and partners around a shared vision, ensuring we are prepared to meet challenges and lead with clarity, compassion, and impact.

A key strength of our organisation is our commitment to investing in the people who work within our Trust. We believe that when staff are supported to grow, our academies flourish. That's why professional development is at the heart of our offer. Every colleague, whether in teaching, leadership, support, or operations, benefits from access to CPD pathways designed to build expertise, confidence, and career progression.

No academy within our Trust stands alone. We work collaboratively to share best practice, provide targeted support, and create opportunities for staff to connect, learn, and lead. From coaching and mentoring to leadership development and subject networks, our CPD offer is designed to meet the needs of every role and every stage of a career. Our aim is simple: to empower educators to deliver exceptional outcomes for young people, while building fulfilling and sustainable careers.

We are proud of our reputation, both regionally and nationally, for strong educational outcomes and community focus. Our academies work closely together, sharing best practice across phases and settings to create thriving learning environments. We believe that Together We Are Stronger, and through collaboration, we can build a resilient, inclusive educational system where every young person can flourish.

Thank you for considering the Learning Community Trust as your partner in education. We look forward to working with you to create lasting, positive change for your school and your community.

Paul

Paul Roberts

Chief Executive Officer





Leadership of Crudgington Primary School

Thank you for your interest in the Headteacher role at Crudgington Primary School. We welcome existing Headteachers and Deputy Headteachers seeking career progression who share our commitment to every child's success.

Crudgington Primary School serves pupils aged 4 to 11 in a rural community in Telford. Established in 1877, the school has a maximum capacity of 156 and is organised into mixed-age classes, creating a close-knit, supportive learning environment.

Our core values — Inspire, Nurture, Succeed — underpin a nurturing, family-friendly atmosphere in which every child is valued, supported and encouraged to flourish academically, socially and emotionally.

The school is committed to developing self-reflective and independent learners, instilling a love of learning and a spirit of curiosity. Strong relationships with families and the local community are central to school life.

A coherently planned curriculum enables pupils to revisit, embed and build on knowledge and skills. A broad extra-curricular offer, including local sporting competitions, enriches pupils' experiences and supports their wider development.

We seek an ambitious, approachable and values-driven leader to secure high-quality teaching, maintain high expectations and lead school improvement within an inclusive, nurturing culture.

The Headteacher will lead the school and undertake the SENDCO role, coordinating provision for pupils with special educational needs and disabilities. Safeguarding, wellbeing and effective partnerships with staff, governors and families will underpin decision-making.

Working within the Learning Community Trust, the Headteacher will collaborate with Trust leaders and schools, share effective practice and contribute to excellence, inclusion and continuous improvement.



Why work for the Learning Community Trust?

The Learning Community Trust, is a large employer with staff working in all sectors of education as leaders, teachers, educational and pastoral support, business support, and other services across our growing trust.

We are committed to ensuring that Learning Community Trust is an outstanding employer. Recruiting, developing and supporting the best staff is essential to the success of our Trust and academies. Our head office is based in the heart of Telford, with academies across Telford and Shropshire and excellent road and rail links to the West Midlands and beyond.

- **Flexible working and work-life balance** — We recognise the importance of balancing work with personal commitments. Where the role allows, working patterns, core hours and home-working arrangements can be discussed and agreed, while ensuring the needs of the post, school and Trust continue to be met.
- **Generous pension provision** — Staff are automatically enrolled into the relevant pension scheme, with employer contributions through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- **Holiday and special leave** — Holiday entitlement varies by role, but support staff receive a generous annual leave allowance plus bank holidays, with additional entitlement awarded after five years' service. Our special leave policy also supports staff through important life events and family milestones.
- **Comprehensive induction, CPD and career development** — We are committed to helping colleagues grow throughout their careers, with structured induction, ongoing training, professional development, instructional coaching and opportunities for progression across our Trust.
- **Health and wellbeing support** — Staff have access to wellbeing resources, free eye tests, flu vaccinations, occupational health support and an Employee Assistance Programme offering confidential advice and support for employees and their families.
- **Counselling support** — Employees can access independent counselling support, helping colleagues and their families receive timely advice and support when they need it most.



- **Family-friendly policies** — We understand that family life and caring responsibilities matter. Our policies are designed to support colleagues through key life stages, including becoming a parent, growing a family or caring for dependants.
- **Financial protection and peace of mind** — We offer supportive sick pay arrangements and death in service benefits, providing reassurance and financial protection should the unexpected happen.
- **Salary sacrifice schemes** — Staff can access practical schemes to support financial wellbeing, including salary sacrifice options.
- **Modern working environments and the right equipment** — Our academies provide safe, modern and well-equipped working environments, with the technology, systems and resources colleagues need to work effectively, including remote access where appropriate.
- **Collaboration across a growing Trust** — Staff benefit from working across a diverse family of primary, secondary and specialist academies, sharing expertise, developing practice and contributing to Trust-wide improvement.
- **Additional staff perks** — Depending on the site, colleagues may benefit from discounted freshly prepared meals, free parking and access to facilities such as gyms and swimming pools at reduced rates or free of charge.



Headteacher of Crudgington Primary School

ROLE OVERVIEW

The Headteacher will provide strategic leadership and direction to Crudgington Primary School, ensuring high-quality education and a positive learning environment for pupils aged 4 to 11. They will uphold the school's ethos of fostering self-reflective and independent learners and its core values of Inspire, Nurture, Succeed.

The Headteacher will set high expectations for teaching, learning and pupil achievement, supporting pupils to develop academically, socially and emotionally. Safeguarding, wellbeing and strong relationships with families will underpin the school's work.

The role combines school improvement, staff development, effective resource management and strong partnerships with families, governors and the Trust. The Headteacher will also undertake the SENDCO role, leading and coordinating provision for pupils with special educational needs and disabilities, and contribute to collaborative improvement across the Trust.

Job Description

Main purpose

The Headteacher will provide strategic leadership and direction to Crudgington Primary School, ensuring high-quality education and a positive learning environment for pupils aged 4 to 11. They will uphold the school's ethos of fostering self-reflective and independent learners and its core values of Inspire, Nurture, Succeed.

The Headteacher will set high expectations for teaching, learning and pupil achievement, supporting pupils to develop academically, socially and emotionally. Safeguarding, wellbeing and strong relationships with families will underpin the school's work.

Working within the Learning Community Trust, the Headteacher will collaborate with Trust leaders and schools, sharing effective practice and contributing to the Trust's commitment to excellence, inclusion and continuous improvement.

Duties and responsibilities

Strategic leadership and school improvement

- Provide clear and visible leadership, setting a shared vision and high standards that reflect the school's ethos and the Learning Community Trust's aims.
- Build on the school's foundations through effective self-evaluation, improvement planning and monitoring of the impact of change.
- Develop and implement policies and strategies that improve teaching, learning and pupil achievement.
- Work collaboratively with Trust leaders, governors and other schools to deliver improvement priorities and share effective practice.

Education curriculum and outcomes

- Ensure a broad and balanced curriculum across primary education, meeting relevant statutory requirements and preparing pupils for the next stage of their education.
- Secure high-quality teaching, assessment, recording and reporting, with appropriate intervention and catch-up strategies.
- Set and achieve aspirational targets for pupils, maintaining high expectations and an inclusive approach for disadvantaged pupils and those with special educational needs and disabilities.
- Provide memorable learning experiences through educational trips and visits, guest speakers, outdoor learning and extra-curricular opportunities.
- Undertake the role of Special Educational Needs and Disabilities Coordinator (SENDCO) for the school, leading and coordinating provision for pupils with special educational needs and disabilities.

Safeguarding wellbeing and culture

- Ensure that safeguarding, child protection, health and safety and pupil welfare are central to decision-making and that statutory requirements and Trust policies are implemented.
- Maintain a positive, nurturing school culture that promotes respect, understanding, tolerance and courtesy.
- Build trusting relationships with pupils, staff and families, supporting mental health, wellbeing and a sense of belonging.
- Lead positive behaviour, attendance and inclusion approaches that help pupils feel safe, engage in learning and achieve.

People leadership and professional development

- Lead and motivate staff, establishing clear expectations, effective delegation and shared responsibility for improvement.
- Provide guidance, mentoring and professional development to enhance staff skills and expertise.
- Develop leadership capacity and encourage collaboration within the school and across the Trust.
- Implement effective performance management and staff deployment, managing workloads and supporting staff wellbeing.

Partnerships community and Trust collaboration

- Effective communication and strong relationships with parents, governors, the local community, other educational establishments and Children's Services.
- Represent Crudgington Primary School and the Learning Community Trust professionally and with integrity.
- Work with other Trust schools to share practice, develop staff and extend opportunities for pupils.
- Contribute to Trust networks, leadership meetings and collaborative improvement activity.

Resources accountability and compliance

- Manage finances, staffing and facilities efficiently to support teaching, learning and pupil outcomes.
- Ensure that school policies, procedures and systems meet statutory, health and safety and Trust requirements.
- Use assessment information and other evidence to identify priorities, monitor improvement and evaluate impact.
- Maintain high standards of confidentiality, professional conduct and accountability.

Professional development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness;
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Undertake appropriate and regular training and development to maintain knowledge and improve practice.
- Attend briefings and participate in professional development opportunities.
- Keep up to date with educational developments and requirements affecting school leadership and management.
- Participate in regular performance management for self and lead appraisal reviews for direct report staff.

Other Responsibilities

- Responsibility for safeguarding and promoting the welfare of children.
- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the Schools and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

Person Specification

	Essential	Desirable
Qualifications	• Qualified Teacher Status • Degree level qualification • Relevant professional leadership qualifications.	• National Professional Qualification for Headship, Executive Leadership or equivalent senior leadership development. • SENDCo qualification.
Work or Relevant Experience:	• Successful senior leadership experience within a school, academy or trust setting. • Experience of leading school improvement and securing improved outcomes for pupils. • Experience of leading, developing and motivating staff teams.	• Experience of working collaboratively with governors, families, external agencies and community partners.
Skills/Knowledge	• Strong understanding of curriculum, pedagogy, assessment and school improvement. • Ability to lead, support and develop staff through effective performance management and professional development. • Strong organisational, strategic planning and decision-making skills. • Ability to prioritise effectively and manage competing demands in a complex school environment.	• Strong financial and resource management skills. • A deep commitment to inclusion, equity and ensuring that every child achieves their potential. • The ability to develop leadership capacity at all levels and create a culture of continual professional growth.

Person Specification

	• Understanding of data protection, confidentiality and information governance responsibilities. • A clear understanding of safeguarding responsibilities and the statutory framework surrounding education. • The ability to analyse information, identify priorities and translate strategy into measurable action.	
Personal Attributes	• Visible, approachable and values-driven leadership style. • Ability to build positive, respectful relationships with pupils, staff, families and partners. • Flexible, reliable and able to respond calmly to changing priorities. • Brings initiative, enthusiasm, commitment and moral purpose to the role. • Communicates clearly, professionally and sensitively with a diverse range of audiences.	• Integrity, honesty and professionalism. • Warmth, humility and empathy. • High levels of personal resilience and determination. • Optimism, enthusiasm and a solution-focused mindset. • Strong moral purpose and unwavering commitment to children. • Excellent judgement and a calm measured approach. • A commitment to lifelong learning and personal growth. • The ability to inspire confidence through actions as well as words. • A genuine belief that every child can succeed
Special Conditions	• Sufficiently fluent in spoken English to ensure effective performance in the role • Able to work at times to meet the needs of the service • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check	



How to apply

Please complete our application form which can be downloaded from Our vacancies - Learning Community Trust following the relevant job advert. Please complete highlighting your relevant experience, skills, and personal qualities. Once completed email to the email address on the front of this role information pack by the deadline.

Interviews will be offered to applicants who best match the person specification and job description.

If invited for an interview, bring evidence of qualifications and documents for the DBS application process.

We are committed to providing a fair and accessible recruitment process. If you require any adjustments at any stage, please contact us using the email address provided at the start of this pack.

Important Notes:

- Please complete all elements of the application form, incomplete forms will not be put through shortlisting.
- CVs are not accepted.
- If shortlisted, references will be requested before interview
- All shortlisted candidates will be visited in their current setting ,where possible.

Please note that by submitting an application you agree for your personal data to be processed in line with the trust's privacy notices. Further information can be found at Privacy Policy - Learning Community Trust

Trust commitment to Safer Recruitment and Safeguarding:

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment:

- All offers of employment are subject to an Enhanced DBS check, children's barred list check and, where applicable, a prohibition from teaching check.
- An online social media check will be undertaken for all shortlisted candidates prior to the interview.
- This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013, 2020 and 2023). Guidance on disclosing convictions can be found on the Ministry of Justice website.
- Under the Immigration Act 2016, candidates for customer-facing roles must meet the necessary standard of spoken English.
- It is an offence to apply if barred from engaging in regulated activity relevant to children.
- Any offer of employment is subject to medical fitness, satisfactory references, right to work in the UK, satisfactory online check and an Enhanced DBS check.
- References will be requested and checked prior to any interview and in line with the Learning Community Trust recruitment and selection process.
- Applicants must have current right to work visa status, this role does not support visa applications

For more information regarding our commitment to safeguarding, visit https://lct.education/statutory-information/safeguarding to find view the latest statutory guidance.

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For more information please visit lct.education