



**St. Andrew's
Catholic
Primary School**



Headteacher

Candidate Pack



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Welcome To St. Andrew's

Dear Prospective Candidates

Thank you for interest in working at St. Andrew's. We are looking for an enthusiastic, innovative and motivated Headteacher to lead our school on the next chapter in its illustrious history.

St. Andrew's is a truly special school. A school where we strive for excellence in every aspect of school life, from the core curriculum to extra curricular activities, all with the Catholic faith underpinning our every step. Our school motto is: Faith. Unity. Excellence. We feel that our motto encapsulates everything we work towards at St. Andrew's.

I hope that you find the information in this application pack helpful and if you have any questions left unanswered, please do not hesitate to contact the school office.



Andrew Cremin
Chair of Governors

Faith | Unity | Excellence



**St. Andrew's
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Description and Purpose

Job title: Headteacher

Required for January 2026

**Group 3 Starting Salary - L19-L24
(£86,967 to £96,106)**

Additional remuneration may be considered for a candidate that demonstrates exceptional experience.

**'Our school is more than just a school - it's a special community, a family, a place where everybody feels safe when they come through our doors.'
Head Girl and Boy at St Andrew's**

Closing date: Friday 26th September 2025

Shortlisting: Monday 29th September 2025

Interviews: Monday 6th October 2025

Start date: 1st January 2026

St. Andrew's is a thriving and happy school community, with a talented and committed staff and strongly supportive parents all united as one through our Catholic faith. Each and every child at our school fills us with pride and continues to inspire us every day. We are seeking a strong and ambitious school leader to build on the many strengths of this wonderful school and to guide us on our future journey.



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Requirements

FAITH COMMITMENT

- **A practising and committed Catholic (E)**
- **A secure understanding of the distinctive nature of the Catholic school (E)**
- **Understanding of the Headteacher's role as pastor (E)**
- **Understanding of the school's role in the Catholic and wider community (E)**
- **Ability to demonstrate care, compassion and reconciliation (E)**
- **Ability to lead acts of worship in the Catholic school (E)**
- **Evidence of participation in parish or Catholic community life (D)**

QUALIFICATIONS AND TRAINING

- **Qualified teacher status (E)**
- **Honours graduate or equivalent (E)**
- **Evidence of continuing professional development including leadership (E)**
- **Evidence of ability to lead quality professional development opportunities (E)**
- **Qualification in Catholic teaching or leadership e.g. CCRS, MA in Catholic Education (D)**
- **NPQH or Equivalent (D)**



St. Andrew's Catholic Primary School

Our new Headteacher will:

- **be a committed, practising Catholic with a clear vision and strong commitment to Catholic education**
- **provide strong, visionary leadership to the school**
- **be passionate about making a positive difference to children's lives within a culturally diverse community**
- **be a teacher at heart with the ability to inspire others to learn and develop through collaboration and communicate**
- **promote a broad and balanced curriculum that meets all children's needs**
- **have a creative and innovative approach to leading the school**
- **be resilient, adaptable and able to deal with complexity and challenge.**

We will offer:

- **happy, very well-behaved children who are a pleasure to see every day and strongly uphold the school's gospel values**
- **caring, hard-working, and friendly staff who are dedicated to the school's continuous improvement**
- **supportive, engaged parents, including a thriving Parents' Association (STAPA)**
- **a knowledgeable and committed Governing Body who provide constructive challenge**



**St. Andrew's
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Key Responsibilities

01

Faith and Mission

02

Vision and Strategy

03

**Leading on
Learning**

04

**Nurturing and
Developing**

05

Team and Culture

06

Stewardship

07

**Partnerships and
Community**

08

Governance

Faith | Unity | Excellence



Faith and Mission - Lead the school as a living expression of the Church's mission in education. Promote a strong Catholic ethos rooted in Gospel values, ensuring prayer, worship, religious education, and a Christ-centred vision are at the heart of school life.

Vision and Strategy - Develop and communicate a clear, shared vision for the school that inspires and unites staff, pupils, governors, and families. Use strategic planning to drive school improvement and realise the full potential of every child within a Catholic framework.

Leading on Learning - Ensure high-quality teaching and a broad, inclusive curriculum that meets the spiritual, academic, and emotional needs of every pupil. Promote high standards, effective assessment, and continuous improvement in learning and teaching.

Nurturing and Developing - Foster a caring, supportive environment where every child is known, valued and encouraged to thrive. Promote pupils' spiritual, moral, social and cultural development, and ensure high expectations for behaviour and attendance.

Team and Culture - Build a strong, professional and faith-filled staff team. Promote collaboration, wellbeing and professional growth through clear leadership, fair management, and a culture of respect, encouragement and shared responsibility.

Stewardship - Manage the school's financial, human and physical resources wisely and effectively. Ensure buildings and systems support the mission of the school, comply with statutory requirements, and reflect Catholic values of care, simplicity and service.

Partnerships and Community - Foster strong relationships with parents, parishes, diocesan authorities and the wider community. Celebrate the richness and diversity of the school family, promote inclusion, and create opportunities for shared engagement, service and mutual support.

Governance - Work in close partnership with the Governing Body to support effective strategic leadership, decision-making, and accountability.



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Committed to Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment. The successful applicant will be required to apply for an Enhanced Disclosure from the DBS (Disclosure & Barring Service). Further information can be found at: <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

St. Andrew's Catholic Primary School is an equal opportunities employer and promotes the elimination of discrimination in employment. If you do have a disability and would need us to make any adjustments, if shortlisted, for you to attend the interview, then please do let us know when you submit your application.

Please complete the application form and send it to:

Headteacher Applications FAO The Chair of Governors,
St. Andrew's Catholic Primary School,
Polworth Road,
London,
SW16 2ET

Applications should be on a CES application form and sent to the school (applications NOT submitted on the CES application form will not be considered).





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Key Dates

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Interviews: Monday 6th October 2025

Start date: 1st January 2026



www.st-andrewsrc.lambeth.sch.uk



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**Polworth Road, Streatham,
London, SW16 2ET**