



Headteacher Information Pack



Liscard Primary School
Withens Lane
Liscard
Wirral
CH45 7NQ
Tel: 0151 638 3910
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Web: www.liscard.wirral.sch.uk



Dear Applicant,

Thank you for your interest; we are delighted that you are considering applying for the position of Headteacher at Liscard Primary School. Our current Head is retiring at the end of the academic year, following many successful years' service.

Liscard Primary School is a popular three-form entry primary (age 2-11 years, currently 737 on roll) located in Wallasey, Wirral. We are an inclusive, cohesive and successful community school, and our children reflect the rich social diversity of the area. We are pleased to have access to great indoor and outdoor space, which enables us to deliver a well-balanced curriculum and safe environment for everyone at our school. In addition to other accreditations we have recently been awarded School Games Platinum Mark, Gold Mark for SMSC, Gold Mark for Religious Education and become a School of Sanctuary.

The Governing Body is very proud of our hard-working staff and our well behaved, confident children, who actively partake in their learning. We promote continuous professional development for all staff to ensure that they are fully equipped to succeed and able to access cutting edge training. We take pride in the retention of highly capable staff, our interaction with local schools, our relationship with parents/carers and the wider community which enables Liscard Primary School to be a unique and enriching learning environment.

We are looking for someone who is enthusiastic, inspirational, passionate and creative, to join our team. We require an excellent and inspirational practitioner to lead our pupils, teachers, parents/carers and Governing Body, by embodying our motto of Dream, Believe, Achieve into every facet of school life.

To arrange a visit to our school, please contact Joanne Johnson our school business manager on 0151 638 3910. Further information about our school is available on our website - www.liscard.wirral.sch.uk

All applications should be addressed to Mr George Lucking(Chair of Governors) at Liscard Primary School by the closing date of **22nd February 2026**.

I thank you once again for your interest in this position and look forward to receiving your application.

Kind regards

George Lucking
Chair of Governors



Headteacher

Liscard Primary School – Wallasey, Withens Lane, Wirral, CH45 7NQ

Date posted: 6th February 2026

Start date: September 2026

Contract type: Full Time

Salary: £84,699 - £97,136 ISR L21-27 Group 4

Contract term: Permanent

We are looking to appoint an inspirational leader from 1st September 2026, committed to continuing to deliver the highest quality educational provision for young people at Liscard Primary School.

Liscard Primary School is an ambitious and inclusive community school with a reputation for providing a high standard of education.

Our staff are highly committed, hardworking and motivated. We are seeking to appoint a Headteacher to help us provide a supportive, stimulating environment and to share our high expectations of achievement for all our children.

We are looking for someone who:

- can provide overall strategic leadership for the school, establishing aims, objectives and policies;
- demonstrates a clear understanding of what constitutes outstanding teaching and learning;
- demonstrates exceptional knowledge of EYFS and the National Curriculum;
- demonstrates excellent management, interpersonal and organisational skills;
- supports teams in working together to raise levels of achievement and attainment for all children;
- is a dynamic and creative practitioner with high expectations;
- is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment;
- leads by example, modelling best practice regarding professional conduct, workload and personal development.

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An application pack can be downloaded from our school website www.liscard.wirral.sch.uk .

An application pack can be accessed via the Wirral.gov.uk website and details can be found on our school website www.liscard.wirral.sch.uk. All applications should be addressed to Mr George Lucking (Chair of Governors) at Liscard Primary School, and sent to the Clerk to Governors, Joanne, at clerkto governors@liscard.wirral.sch.uk. The application window closes at **11pm on 22nd February 2026**.

Shortlisting will take place **week commencing 23rd February**, after which successful applicants will be invited to interview, which will be held over two days: **23rd and 24th March 2026**.

The school is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

Headteacher Job Profile & Person Specification

Job title: Headteacher

Accountable to: The Governing Body

Responsible for: All staff and pupils

Closing Date for Applications: 22nd February 2026



Key Requirements and Accountabilities:

Qualities and Knowledge	<ul style="list-style-type: none">Hold and articulate clear values and moral purpose, focused on providing a world class education for the pupils.Demonstrate optimistic personal behaviour, positive and nurturing relationships and attitudes towards your pupils and staff, and towards parents/carers, governors and members of the local community.Lead by example, with integrity, creativity, resilience, and clarity; drawing on your expertise and skills, and that of others.Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.Work with financial and political astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.Committed to the Equality Agenda, with the intention of achieving equality of opportunity by removing direct and indirect discrimination wherever it exists.
Pupils and Staff	<ul style="list-style-type: none">Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' wellbeing.Maintain and develop our educational culture of 'open classrooms' to allow the sharing of best practice within and between schools, drawing on and conducting relevant research and robust data analysis.Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.Hold all staff to account for their professional conduct and practice.
Systems and Processes	<ul style="list-style-type: none">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.Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour.Take responsibility for promoting and safeguarding the welfare of pupils.Maintain and develop rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.Welcome strong governance and actively support the Governing Body in its role of delivering its functions.Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The Self-Improving School System	<ul style="list-style-type: none"> • Maintain and develop an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils. • Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils. • Challenge current educational practice in the best interest of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools. • Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff. • Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability. • Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
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Person Specification

The person specification shows the abilities and skills you will need to carry out the duties in the job profile. You should indicate clearly how you meet these requirements with examples of impact when you fill in your application form and supporting statement.

Qualifications and experience		Essential or Desirable	From Interview Application Setting Visit References I A S V R
1	Qualified Teacher Status (QTS) (with degree level education or equivalent).	E	A
2	National Professional Qualification for Headship (or working towards this) or evidence of other successful post-graduate study (e.g. MEd./MA in Education).	E	A
3	Evidence of recent experience of Headship or equivalent.	E	A/I/SV
4	Proven experience and up to date knowledge and understanding of what constitutes excellent teaching and learning and how to implement it across the school.	E	A/I/SV
5	Recent and up to date Safeguarding training including Safer Recruitment.	E	A
Knowledge and skills			
Leadership and Management			
1	The ability to develop and communicate a clear vision for the future development of the school in consultation with all Key Stakeholders.	E	A/I/SV/R
2	To have an up-to-date understanding of national policy, curriculum developments, and statutory and legal frameworks within which schools operate, including the Ofsted Inspection framework and safeguarding practices and procedures.	E	A/I/SV/R
3	The ability to lead, motivate and inspire others and manage people to work as individuals and as part of a team. To provide professional leadership, motivate staff, set standards and engender initiative and a common purpose.	E	A/I/SV/R
4	The ability to initiate and manage change to meet the school's strategic objectives which encompasses the whole organisation from 2-11 Years including before and after school care.	E	A/I/SV/R
5	The ability to lead the development, planning, monitoring and evaluation process.	E	A/I/SV/R
6	The ability to manage and plan strategically the use of financial and other resources to achieve the school's objectives.	E	A/I/R
7	The ability to plan, prioritise and delegate responsibilities according to both the long term and day-to-day needs of the school, monitor their implementation and ensure feedback on their effectiveness.	E	A/I/SV/R
8	The ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action.	E	A/I/SV/R
9	The ability to maintain good behaviour and discipline to ensure all children reach their full potential academically, socially and emotionally.	E	A/I/SV/R

10	An excellent communicator with strong interpersonal skills. The proven ability to build trust, respect and positive working relationships with others.	E	A/I/SV/R
11	Clear record of using evidence-based research programmes and practices through regular communication and events; resulting in professional development for all staff, which has influenced practice across school successfully.	E	A/I/SV/R
Management of Teaching, Learning and Assessment			
1	Demonstrate a sound understanding of child development and learning of children from 2-11 Years.	E	A/I/SV/R
2	Demonstrate an understanding of the principles of excellence in teaching, learning and assessment, integrating using technology where and when appropriate.	E	A/I/SV/R
3	Demonstrate a thorough understanding of the pedagogy required to achieve high standards and experience of raising pupil attainment and ensuring strong pupil progress.	E	A/I/SV/R
4	Demonstrate an ability to monitor and evaluate the quality of teaching, learning and assessment with clear impact on improving pupil outcomes.	E	A/I/SV/R
5	Demonstrate excellent knowledge and understanding of how to provide a broad and balanced education.	E	A/I/SV/R
6	Demonstrate a commitment of the promotion of inclusion with a genuine passion for SEND, coupled with the ability and enthusiasm to see every child fulfil their potential.	E	A/I/SV/R
Building Partnerships and Developing Self and Others			
1	The proven ability to lead and motivate colleagues including performance management and continuous professional development (CPD) for all. The ability to drive performance whilst effectively challenging underperformance of staff.	E	A/I/SV/R
2	The proven ability to work in partnership with all key stakeholders including parents/carers, Governors, schools and other agencies.	E	A/I/SV/R
3	The proven ability to involve all pupils in their education and learning.	E	A/I/SV/R
4	Up-to-date knowledge and understanding of current research and developments in education, including evidence of commitment to recent CPD.	E	A/I/SV/R
Managing the School			
1	The ability to be accountable to the Governing Body for decisions taken affecting pupils, staff and the wider community.	E	A/I/SV/R
2	The ability to promote good staff and parent/carer relationships and deal sensitively with people and any conflicts.	E	A/I/SV/R
3	Undertake whole school self-evaluation and performance monitoring using all data available (including local and national standards) to rigorously analyse performance.	E	A/I/SV/R
4	Commitment to safeguarding children and ensuring all members of the community share that commitment.	E	A/I/SV/R

I = Interview A = Application R = Reference SV = Setting Visit

The school is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



We aim to rise above the ordinary by developing learners
who can transform lives and communities.

Inspired by our neighbourhood and together with
our children, parents/carers and community we aim
for each child to reach their full potential in
body, mind, heart and spirit.

A graphic with a background image of children. In the top right corner is the 'Liscard Primary School' logo. The text 'Mission Statement' is at the top, followed by a list of seven items, each starting with a large, bold, colored letter: L (Learning together for life.), I (Inspiring healthy attitudes.), S (Staying safe and secure.), C (Caring for our community.), A (Aspiring to achieve our best.), R (Respectable, responsible individuals.), and D (Determined to make a difference.).

We are a safeguarding school