



REDGATE COMMUNITY PRIMARY SCHOOL



Headteacher Applicant Pack



Redgate Community Primary School is a unique and inclusive school, driven by a clear and ambitious vision to equip our children to be confident global citizens of the future. We strive to ensure that every pupil leaves us at the end of Year 6 believing there are no limits to what they can achieve, with the confidence, resilience and determination to be the very best version of themselves. Central to our mission is giving every child a voice and the opportunity to reach their highest potential, regardless of their starting point.

At Redgate, everyone feels safe, valued and secure. We are proud of our diverse community, where differences are celebrated and mutual respect underpins all relationships. Our vision is lived out every day through our core values:

**We
learn**

**We
collaborate**

**We
nurture**

**We
grow**

**We
are safe**

These values shape every moment of school life and guide our approach to learning, wellbeing and community. Our inclusive ethos is rooted in developing self-belief and fostering an intrinsic love of learning in every child. Staff at Redgate learn alongside our pupils, valuing and building upon what each child brings to our school. We provide a strong learning culture and environment that excites, engages, challenges and inspires everyone to achieve their best.

We are seeking a Headteacher who shares our vision and values, and who is passionate about the development and wellbeing of our pupils, staff and wider community. This is an exciting time for Redgate, and we look forward to working with a dynamic and inspirational leader to shape the next chapter of our school's future.

On behalf of the Governing Body of Redgate Community Primary School, we are delighted that you are expressing interest in our thriving, inclusive school community in Formby, Merseyside. At Redgate, our shared values – We Learn, We Collaborate, We Nurture, We Grow and We Are Safe – underpin everything we do and reflect our deep commitment to high-quality teaching, pupil wellbeing and ambitious outcomes for every child. Our Governors, representing the Local Authority, parents, staff and wider community, work collaboratively with school leaders to provide strong strategic oversight, challenge and support, ensuring that our vision of equipping pupils to be confident, curious global citizens is realised.

As a school, we are currently seeking conversion to academy status, with a view to joining Lydiate Learning Trust; an exciting next step that reflects our commitment to sustained improvement, collaboration and long-term stability. We are proud of the vibrant, nurturing environment that staff, pupils and families create together, and we look forward to welcoming applications from inspirational leaders who will build on our strengths, guide us through this next phase of development and lead Redgate with integrity, passion and compassion.

Steve Cook (Chair of Governors)
Nik Bentley (Vice Chair of Governors)

Message from our Governors





As Executive Head of Redgate Community Primary School, I feel incredibly grateful for all we have achieved over the past eleven years. It has been a genuine privilege to serve such an inclusive, vibrant and caring school community. Redgate is a place where every child is known, valued and encouraged to be their very best, and I have truly appreciated being part of that journey alongside our dedicated staff and supportive families.

Our pupils are wonderful to work with, they are curious, kind and full of potential. 'Team Redgate' is a committed and talented group of professionals who care deeply about the children and about one another. Their collective dedication ensures that our school remains a nurturing and aspirational place to learn. Our parents and carers are valued partners; their encouragement and trust play a vital role in the strength of our community.

As Redgate joins Lydiate Learning Trust, I feel positive about the opportunities this new chapter will bring. I look forward to working closely with you as Primary Director of Education, building on our strong foundations and continuing to collaborate in ways that will further enrich the experiences and outcomes for all our children.

Suzanne Webb

Message from our Executive Headteacher

Intake	30
No. on roll	261 incl. nursery
No. of employees	Teaching and non-teaching
Ofsted	Good (February 2023)
Free School Meals	78
Pupil Premium	82
SEND/EHCP	49 EHCP 34 SEN Support

Nursery N1	14
Nursery N2	19
Reception	25
Year 1	28
Year 2	28
Year 3	22
Year 4	27
Year 5	26
Year 6	30
Dragonflies	11
Natterjacks	10
Woodpeckers	9
Foxes	12

RECEPTION (in brackets with The Pines)	
Writing	70% (64%)
Maths	73% (67%)
Reading	77% (70%)
Overall GLD	70% (64%)

PHONICS (in brackets with The Pines)	
Year 1	79% (58%)

KEY STAGE TWO (in brackets with The Pines)	
Reading	79% (70%) / GD 42% (39%)
Maths	85% (76%) / GD 33% (30%)
Writing	76% (65%) / GD 0%
SPAG	82% (73%) / GD 27% (24%)
Combined	73% (65%)

Redgate at a glance



TEMPORARY ROLES	PERMANENT
Executive Headteacher 0.5 HT / 0.5 with Lydiate Learning Trust	Headteacher
Head of School 0.5 DHT / 0.5 HT	Deputy Headteacher

Senior Leadership Team	Senior Assistant Headteacher (The Pines)
	2 Assistant Headteachers (job share)

Staffing	Main School	The Pines
Teachers	1 Nursery / 10 Mainstream 2 SENDCO	4 Class teachers
Teaching Assistants	15	22
Other non-teaching		12

Team Redgate





Redgate Community Primary School is driven by a clear mission: to give every pupil a voice and the ability to achieve their highest potential, regardless of their starting point. Our curriculum is broad, balanced and ambitious, carefully sequenced from the Early Years Foundation Stage (and Birth to 5 Matters) through to Key Stage Two, complementing our nursery provision for 2-year-olds and above). It is designed to progressively develop knowledge and skills, enabling pupils to succeed academically and thrive as confident, responsible global citizens.

We pride ourselves on nurturing skilled readers, writers, mathematicians, scientists, artists, athletes and digital learners within an inclusive and diverse community. Our core values permeate all aspects of school life. Rooted in the principle that progress means knowing and remembering more, our knowledge-rich curriculum ensures learning is embedded in long-term memory through careful sequencing, retrieval practice and a spiral approach that revisits concepts in increasing depth. Inclusive by design, it is ambitious for all learners, including those with SEND and disadvantaged backgrounds.

Beyond the classroom, we actively develop cultural capital through leadership opportunities, enrichment experiences and community engagement, equipping pupils with confidence, resilience and aspiration for life beyond primary school.

Our curriculum

Redgate Community Primary School is proud to serve the welcoming and supportive community of Formby. Located in a vibrant coastal town, the school sits at the heart of a community that values connection, inclusion and mutual respect. Families, staff and local partners work together to create a positive environment where children feel safe, encouraged and inspired to succeed.

Formby is known for its strong community spirit. Parents and carers are actively involved in school life, supporting events, celebrations and fundraising initiatives that enhance opportunities for all pupils. This partnership between home and school strengthens children's sense of belonging and reinforces the shared ambition to help every child thrive. The local area offers rich opportunities to enhance learning beyond the classroom. From exploring Formby's natural coastline and woodlands to engaging with local organisations and community groups, pupils benefit from experiences that deepen their understanding of the world around them. These connections help children develop pride in their local area while broadening their aspirations for the future.

At Redgate, we value the warmth and generosity of the Formby community. Together, we foster a culture of kindness, collaboration and high expectations, ensuring every child feels supported, celebrated and empowered to achieve their full potential. Recent developments include our Tiny Tadpoles Toddler Group (under 2s), SEND Coffee Mornings and our long-standing partnership with Formby High School.

Our community



Thank you for your interest in **Redgate Community Primary School**. We really look forward to receiving your application. All applicants are requested to submit an application form, via TES online, and provide a covering letter directly to the school. Applicants must

- complete all sections of the TES online application form in full
- submit a letter in support of your application to demonstrate how your knowledge, skills and experience meet the criteria on the person specification. Email the letter directly to the school (two sides of A4 maximum using Arial font size 12) which should be addressed to the Chair of Governors and sent by email to finance@redgateprimary.com

Deadline for applications is 9.00am on Monday 16 March 2026

References will be taken up after shortlisting and prior to interview using the contact details provided on your application form.

Candidates selected for interview will be informed on Thursday 19 March. The selection process and interviews will take place on Wednesday 25 March for all shortlisted candidates and Thursday 26 March for those invited to Day 2.

We welcome and encourage you to visit the school prior to application, on one of the following dates.

- Monday 23 February 2.00pm-3.00pm
- Thursday 26 February 9.30am-10.30am
- Monday 2 March 9.30am-10.30am / 2.00pm-3.00pm

If you wish to do so, please contact Mrs Melanie Steele (Clerk to Governors)
finance@redgateprimary.com

Redgate Primary School is committed to safeguarding and promoting the welfare of its young people. The successful applicant will need to be DBS (Disclosure and Barring Service) checked to Enhanced level and personal details will be cross referenced in line with the school's Safeguarding Policy. As part of our due diligence, we also carry out online checks on shortlisted candidates.



RECRUITMENT TIMESCALE:

- Application Form (submitted via TES online)
- Supporting Letter sent by email to finance@redgateprimary.com
- Closing date for applications: 16 March (9:00am)
- Shortlisting: 18 March
- Selection Days: 25 and 26 March