

Longridge Towers School



Head Teacher

Required for September 2026

Candidate Information

Introduction

Longridge Towers School is a small independent school set in its own beautiful, safe grounds; a perfect environment for pupils aged 3 - 19. We are a friendly and vibrant learning community, with high aspirations for the children in our care and the staff team that supports them.

Longridge Towers School is situated in North Northumberland, three miles from the picturesque town of Berwick-upon-Tweed.

The School attracts pupils from a wide geographical area on both sides of the English/Scottish Border.



On behalf of the Governing Body, I am delighted to welcome you and to thank you for considering the opportunity to lead our school as Head Teacher.

Longridge is proud of its heritage as an independent school, where academic excellence is balanced with a strong commitment to the personal growth and well-being of every pupil. We believe education should inspire curiosity, foster resilience, and prepare young people to thrive in a rapidly changing world.

As Head Teacher, you will be central to shaping the next chapter of our School’s journey. The Governors are committed to supporting you in delivering a clear vision, maintaining the highest standards of teaching and learning, and nurturing a culture where staff, pupils and families feel valued and engaged.

We are seeking a leader who combines strategic insight with compassion, who can champion innovation while respecting tradition, and who will embody the values that make Longridge distinctive.

Thank you once again for your interest. We hope this candidate information pack gives you a sense of the exciting possibilities ahead, and we look forward to learning more about the experience and qualities you would bring to our community.

Yours sincerely,

Mrs I J Cheer

Welcome



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“What a wonderful school. Amazing teachers and staff who go above and beyond to give the children a wonderful school life.”

Junior Department Parent, May 2023

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Our Site and Location



We are fortunate to be surrounded by some of the most stunning and scientifically significant landscapes in the country.

Our pupils have access to pristine beaches scattered with fossils, while the coastal geology is internationally renowned. Just a short distance away, St Abbs Head and Seahouses are well known for their seabird breeding colonies, and boat trips to the Farne Islands offer unique wildlife experiences.

The River Tweed system has long been a hub for engineering innovation, exemplified by the nearby Union Chain Bridge. We are close to remarkable historical sites such as Bamburgh Castle, Alnwick, and Holy Island. As a school community, we are deeply enriched by these local treasures, and our pupils have countless opportunities to explore, appreciate, and learn from them.

Our onsite facilities include a library, science laboratories, a specialist music room, dedicated art studio, design centre, sports hall and an elegant Concert Hall as well as a theatre. Outside, the setting for our sports fields is breath-taking, with mature trees and open views across the Tweed Valley.

We have extensive grass areas for rugby, hockey, cricket pitches, an athletics facility and we benefit from an all-weather sports pitch.

The grounds are used as an outdoor classroom for science study, projects, nature watching, art and treats such as camps and treasure hunts, and of course our younger pupils always enjoy a Teddy Bear's Picnic.



Mission Statement, Purpose, Values, Aims and Strategy

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The School's mission, purpose, values, aims and strategy applies to the whole school and is published on the school website for pupils, parents, staff colleagues and for prospective pupils. It is endorsed by the whole School Community, including the Board of Governors

Mission Statement

We will provide a holistic education where pupils are nurtured to become independent, confident, collaborative, innovative and life-long learners whilst fulfilling their potential; we will also purposefully engage individuals in a community where everyone feels happy, safe, valued and encouraged.

Purpose

Longridge is a School where everyone can excel. We provide a holistic education where our pupils can fulfil their potential, as confident, independent, and life-long learners.

Values

We encourage our community to demonstrate specific values:

- Care – looking after ourselves, and others
- Achieve – attaining successful outcomes
- Respect – showing due regard for ourselves, for others and for our environment.
- Persevere – keeping going when challenged in school, or in life
- Excel – being the best we can be at all times

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“Pupils are prepared effectively for the next stage in their education and lives”

ISI Inspection Report, April 2024

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Aims

We are committed to delivering the following aims:

- **Excellence in Education** – improving pupil outcomes, to fulfil their potential.
- **Excellence in Care** – sustaining an excellent level of pastoral care for our pupils.
- **Care for our People** – developing our team of professionals.
- **Grow and Develop our School** – increasing pupil numbers and maintaining our sustainability.
- **Invest our Time and Money wisely** – improving our systems and environment.

These aims articulate the School's vision and focus to ensure an outstanding future for Longridge.

Motto: Carpe Diem

The School's motto is taken from a quotation from the Roman poet, Horace. It is generally taken to mean 'make the most of the present time' or 'seize the day'. This expression forms part of the School logo along with a depiction of the entrance to the Main School building. The motto reflects a healthy sense of purpose in School as well as encouragement for all pupils and staff to work with care and passion each day.

Ethos

Longridge has a tangible school ethos that is expressed through its pupils and staff in their interactions both within and outside their school community.

Longridge is characterised by its nurturing and caring environment as well as by its holistic approach to education. Individuals develop and gain confidence throughout their experiences at school. Underpinning this is an academic approach that is suitably challenging for pupils and innovative; a curriculum that is enriching as well as inclusive, together with a learning environment that is enjoyable.

This ethos permeates the School's aims and mission. It is supported by the School's values and aims. We have an active school community where everyone plays their part in ensuring that this ethos is an enduring one

Strategy

Our School Strategy can be summarised as:

- Build on our excellent reputation for leading pastoral care;
- Raise academic achievements for all pupils by providing tailored opportunities to learn and share experiences;
- Grow a community of life-long learners by celebrating individual and collective successes.

Staff, Leadership & Governance

Longridge has around 50 full-time and part-time teachers and teaching assistants. There is also a team of administrative staff and professional service staff. The Senior Leadership Team (SLT), comprises the Head Teacher, Deputy Head, Co-Heads of the Junior Department, Finance Director and Senior Lead/Designated Safeguarding Lead.

All staff demonstrate a strong commitment to providing excellent pastoral care and education, ensuring the safeguarding, protection, and welfare of children, as well as delivering and care to all our pupils.

Longridge benefits from a committed, supportive, and enthusiastic governing body whose members bring a wide range of expertise, including education, finance, law, marketing, business, and safeguarding.

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“School leaders effectively promote pupils’ physical and mental health and emotional wellbeing”

ISI Inspection Report, April 2024

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Job Description: Head Teacher

The Role

The Head Teacher of Longridge Towers School holds overall responsibility for the strategic leadership, operational management, educational excellence and future direction of the School. As a pivotal figure within the school community, the Head Teacher will embody and champion the School's Ethos and Values. Reporting to the Board of Governors, the Head Teacher chairs and leads the Senior Leadership Team which, in turn, holds responsibility for the management of the School.

The role presents many exciting opportunities for an outstanding leader who is empathetic, but firm when needed; a good listener with strong people skills; someone who knows how to lead teams well and is a confident communicator with all stakeholders, particularly adept at building rapport with pupils, parents and staff; and a cool-headed strategic thinker with business acumen and who is an experienced educator.

The Senior Leadership Team (SLT) comprises the Head Teacher, Deputy Headteacher, Co-Heads of the Junior Department, Finance Director and Senior Lead/Designated Safeguarding Lead.

Key Responsibilities:

Vision and Strategic Leadership

- Develop, articulate and champion a compelling and ambitious Vision for the School, aligned with the School's values and Trustees' strategic priorities.
- Ensure that the ethos and values of the School are sustained and that excellent relationships between staff, pupils and parents (both current and prospective) continue to be a priority.
- Lead the Senior Leadership Team in driving continuous school improvement through strong leadership and effective management of staff, implementing the School Development Plan (SDP) with clear, ambitious, measurable objectives.
- Oversee curriculum design, direction and delivery to further strengthen the School's position and profile, ensuring the curriculum is regularly reviewed. Ensure there is a cohesive, all-through educational experience and that standards of teaching, learning and wellbeing are an excellent standard for all. Enable smooth transition between key stages and promote high quality teaching and learning in and out of the classroom.
- Build broad commitment to the strategic Vision among staff, parents, alumni, and the wider community, ensuring transparent communication and engagement.
- Sustain and nurture the School's Ethos, ensuring excellent relationships among pupils, staff, parents, and the wider community.
- Monitor and respond proactively to internal and external changes affecting the School and education sector, adapting strategy accordingly.

Leadership and People Management

- Champion the physical and mental health and wellbeing of pupils and staff, ensuring a supportive and inclusive environment where individuals can thrive.
- Oversee the recruitment, development, recognition, and retention of high quality, dedicated teaching and support staff to ensure that the School is effective in delivering its aims.
- Lead and inspire all staff to foster a culture of respect, high achievement and wellbeing, while encouraging their commitment and sense of involvement in the School. Ensure there is a positive approach to equality, diversity and inclusion throughout the pupil and staff body.
- Maintain strong, professional working relationships with Trustees, enabling them to fulfil their duties and responsibilities.
- Oversee the quality of pastoral care, safeguarding and discipline. Working closely with the Designated Safeguarding Lead and other members of staff to ensure robust systems for monitoring, support, intervention and liaison with external agencies.
- Ensure clear, timely and effective communication across the School community, ensuring that stakeholders are fully engaged and well-informed about activities, strategic priorities and key developments.
- Lead a cohesive, positive and proactive Senior Leadership Team, ensuring clear roles, strong accountability and collaborative working practices.
- Ensure the development, implementation and application of all School policies and procedures.
- Ensure rigorous and fair performance management systems are in place for all staff and undertake Performance Review Framework (PRF) for direct line reports.
- Promote the safety, success and happiness of all pupils and staff, ensuring they remain at the heart of the School's mission and day-to-day practices.

Education Leadership

- Provide visible academic leadership across all key stages, ensuring a challenging, high-quality and broad curriculum that prepares pupils for a rapidly changing world.
- Promote academic excellence and high expectations for all pupils, including those requiring learning support, and foster a culture of high expectations, achievement and evaluation.
- Monitor framework of assessment, reporting, and regulatory academic processes, ensuring regular monitoring of pupil performance and progression, and support initiatives for improvement. Encourage all staff to undertake continuous improvement and professional development.
- Ensure that lessons and activities delivered by staff across the School provide an appropriate level of educational challenge and set high expectations for all learners.
- Maintain school inspection readiness, ensuring compliance with all requirements and providing guidance and communication throughout the process.
- Support the development and integration of emerging technologies, including AI, to enhance teaching and learning across the School.
- Support and develop as appropriate the offering of the School's enrichment programme, and Boarding House provisions.
- Model the highest standards of education, fostering a safe, inclusive and ambitious learning environment through high quality teaching and learning.
- Ensure a coherent and inspiring learning journey for pupils of all ages throughout the School, and that the boarding experiences enhances this journey where possible.

- Collaborate with the Finance Director and Trustees in the business planning, to ensure that financial strategies are robust, sustainable, and aligned with the School's long-term goals.
- Ensure effective deployment and management of resources - financial, human, and physical - to support the School's mission, strengthen teaching and learning, and ensure efficiency and value for money.
- Work with the Registrar and Marketing team to maintain pupil recruitment aligned with the School's ethos and strategy.
- Work with the team to play a pivotal role in the School's future fundraising activities.
- Ensure the development and implementation of creative and strategic marketing initiatives, maximising opportunities to promote the School and build positive relationships with current and prospective parents.
- With the Finance Director, identify and pursue opportunities to increase non-fee income, by fostering an innovative and responsive approach to leveraging the School's assets and capabilities.
- Take responsibility for Health and Safety Policies, ensuring a safe and secure environment for all.

Community and External Engagement

- Act as a visible ambassador for the School in the local and wider community, fostering strong partnerships and collaborations that deliver both commercial benefits and public value.
- Develop links with leading universities world-wide, being an ambassador for the School and representing it effectively across a broad range of relevant stakeholders.
- Further develop the positive profile of the School, including developing beneficial relationships with the regional and national press, to promote the reputation and achievements of the School.
- Strengthen long-term engagement with alumni and supporters of the School, nurturing a vibrant and supportive community committed to Longridge.

Person Specification

The Governors are seeking to recruit an inspirational, experienced, enthusiastic, creative and ambitious school leader for Longridge, who is likely to have the following key skills, experience and attributes:

Qualifications and Experience:

- Qualified Teacher Status.
- A degree, with an additional post-graduate leadership and/or management qualification an advantage.
- A proven track record of outstanding success in academic leadership and management obtained as either Headteacher or Deputy.
- Proven track record of leading whole school improvement.
- The demonstrable ability to develop relationships with a broad range of stakeholders.
- Experience of successfully building, developing and leading effective teams.
- Experience in managing human, financial and physical resources.

Skills, Knowledge and Abilities:

- Excellent and proactive strategic thinking and problem-solving skills, with the ability to formulate clear decisions.
- Ability to prioritise and delegate wisely in a busy and demanding school.
- Ability to inspire, motivate and develop a clear vision to support the School's ambitions.
- Commitment to the pursuit of academic excellence and to achieving high academic standards.
- Commitment to the delivery of a broad co-curricular programme which provides a wealth of sporting, artistic and cultural opportunities.
- Commitment to meaningful engagement and working in partnership with the wider community.
- Strong commercial and business acumen with robust financial management skills.
- Understanding of the importance of fundraising, PR and marketing and willingness to provide the necessary support for them.
- A track record of operating with openness and honesty and the ability to relate to all sections of the School community with a strong commitment to equality and diversity.
- Excellent knowledge of and ability to manage financial matters, risk, regulatory and legal issues.

Personal Qualities:

- Confident, with highly developed intellectual capacity and emotional intelligence.
- Commitment to the ethos, values and objectives of the School.
- Strong commitment to the happiness, wellbeing and safeguarding of pupils.
- Passion for innovation in education.
- Perceptive and excellent judgement, decision making and problem-solving skills.
- Possessing a high degree of integrity, be open and collaborative and an outstanding communicator, with the ability to inspire trust at all levels, inside and outside the School.
- Visible and approachable with excellent interpersonal skills.

Professional Conduct:

- Be an effective role model who demonstrates consistently the positive attitudes, values and behaviour expected at Longridge.
- Have clear rules and routines for behaviour in both the classrooms and in and around the School.
- Make a significant contribution to the wider life and ethos of the School.
- Treat pupils with dignity; building relationships rooted in mutual respect, always observing proper boundaries appropriate to a teacher's professional position.
- Demonstrate proper and professional regard for the ethos, policies and practice of the School and maintain high standards in their own attendance and punctuality.
- Understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Application Process

Applications

The recruitment process will be overseen by a panel of Governors, led by Chair of Governors.

In order to apply, please submit a completed application form, along with a covering letter which sets out your interest in the role and highlights the aspects of your experience that meets the required criteria. Application forms are available from the School website: www.lts.org.uk or on request. Please submit your application and covering letter to vacancies@lts.org.uk

Please include salary details and the names and contact details of two referees. References will not be requested without prior permission from candidates.

The process is as follows:

- All applications will be acknowledged by email.
- Preliminary interviews will take place during the week ending 16th January 2026.
- Shortlisted candidates will be invited to visit the School, which will include a tour, formal interview, a session with SLT members, as well as meeting with members of staff, pupils and parents. These visits will take place during the week ending 23rd January 2026.

We are aiming to appoint for the September 2026 start to the School year.

Closing Date

The closing date for applications is 9am on Monday 5th January 2026.

Safeguarding

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to a satisfactory DBS Enhanced Disclosure and other safeguarding checks including checks with past employers.

Equal opportunities

Longridge Towers School is an equal opportunities employer and welcomes applicants regardless of age, gender, race, religion, disability, or sexual orientation.

Longridge Towers School



Society of Heads, Independent co-educational, day and boarding,
pupils aged 3 to 19 years

www.lts.org.uk

01289 307584

vacancies@lts.org.uk

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