Head Teacher
Loirston Primary School

Candidate pack





Welcome

Thank you for your interest in the role of **Head Teacher at Loirston Primary School** and for considering Aberdeen as a place where you can use your knowledge, experience and passion to make a difference.

Loirston Primary School and ELC is a large, welcoming and inclusive learning community serving the Cove area in the south of Aberdeen. Established in 1981, the school has a distinctive open-plan design organised across three units: Red, Blue and Yellow. The school currently serves 387 children across 15 mainstream classes from Primary 1 to Primary 7, together with an Early Learning and Childcare setting for up to 48 children at any one time.

The school's vision brings together children, staff, families and community partners as a united team. Together, the school community is committed to providing a happy, inclusive, safe and nurturing environment that supports all learners to achieve their full potential and promotes lifelong learning, wellbeing and achievement. The vision is underpinned by the values of Kindness, Ambition, Equality, Inclusion and Resilience, which provide a shared language for relationships, learning and improvement across the school and ELC.

Loirston uses a structured and responsive approach to supporting learners. A range of interventions provide targeted support in response to identified needs. The school also works closely with a range of partners to strengthen support for children and families.

The ELC offers 1,140 funded hours through a flexible 46-week model and promotes outdoor learning through free-flow access to its garden.

Partnership working is an important feature of the school. As part of the Lochside Associated Schools Group, Loirston works alongside Lochside Academy and Abbotswell, Charleston, Greyhope, Kirkhill and Tullos Primary Schools. Collaborative work across the ASG supports progression, moderation, professional learning and effective transitions for children and young people.

Aberdeen is a vibrant place to live and work, offering a unique combination of energy, ambition and opportunity. The Education Service benefits from the passion and commitment of a collaborative group of Head Teachers who support one another to drive positive change. We would welcome applications from experienced senior leaders who are keen to help shape the futures of our children and young people.

Eleanor Sheppard
Executive Director – Families and Communities

About Aberdeen

Aberdeen lies at the heart of a region recognised for its quality of life. It's a city which effortlessly combines the benefits of metropolitan life with a range of sporting activities and outdoor pursuits as well as easy access to the stunning scenery of Royal Deeside and the beautiful North East coast.



Arts and Culture

Along with a fantastic range of first class shops, hotels and restaurants, the city has a varied cultural scene, so you're sure to find something to interest you. We have an exciting calendar of events throughout the year including our award winning festival of light 'Spectra'; street art festival 'Nuart'; and 'TrueNorth' music festival - to name a few! His Majesty's Theatre and the Music Hall attract a range of West End shows and famous names and our art gallery and museums hold some of the finest collections in Scotland.



Sports and the Outdoors

If you enjoy sports and the great outdoors, there are a number of sporting facilities within the city, including Aberdeen Sports Village, Beach Leisure Centre, Transition Extreme and Aberdeen Snowsports Centre. And if golf's your game, there are a great variety of golf courses both within and around the city.

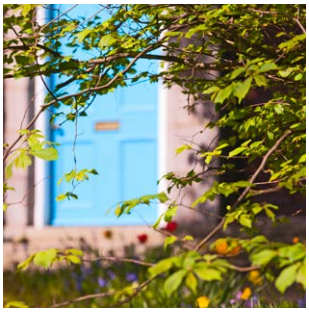
Our parks and gardens are second to none and if you venture further afield, you'll find we're an easy drive to the Cairngorm Mountains for walking or skiing, while Royal Deeside, the North East coast and whisky and castle trails are just as accessible.



Schools and Universities

Aberdeen has an excellent range of educational facilities from nursery, primary and secondary schools to further and higher education institutions. We are proud to offer two of Scotland's most successful and well-respected universities. The University of Aberdeen is Scotland's third oldest university. It is located in the picturesque and historic area of Old Aberdeen and attracts students from around the world, whilst the Robert Gordon University is described as modern and dynamic and is consistently ranked amongst the UK's top universities. North East Scotland College, one of Scotland's largest and most successful colleges is a key partner in completing our top-class city offering.





Living in Aberdeen

We have a variety of housing options within the city centre, suburbs and rural areas with a choice of properties ranging from traditional granite flats and townhouses to new-build properties or unique cottages and farm steadings. For more information, please visit www.aspc.co.uk



Transport

Aberdeen is fortunate to have an excellent transport network as well as a high standard of accessible public transport services across the city and to the surrounding areas of Aberdeenshire. The city is also well served by frequent bus and train links south to Edinburgh, Glasgow and beyond, as well as north to Inverness and the Highlands. Aberdeen International Airport is just a 15-minute drive from the city centre and offers extensive domestic and international flights.



Image courtesy of NHS Grampian

Health

We're proud to offer first rate healthcare provision - within Foresterhill, Europe's largest Health Campus; NHS Grampian's largest hospital, Aberdeen Royal Infirmary; a new Emergency Care Centre; the state-of-the-art Royal Aberdeen Children's Hospital; Aberdeen Maternity Hospital and the University of Aberdeen's School of Medicine and Dentistry.



The Role

Head Teacher – Loirston Primary School and ELC
Salary: £85,530 per annum

The Head Teacher of Loirston Primary School and ELC will provide the strategic direction for learning, teaching and the curriculum to deliver improved and equitable outcomes for children. The successful candidate will lead continuous improvement through effective self-evaluation, rigorous use of data and evidence, and a sustained focus on high-quality learning, teaching and assessment.

The school benefits from a strong distributed leadership structure, with leadership responsibilities aligned to school priorities and stages. The Head Teacher will continue to build leadership capacity across the school and ELC, empowering staff and children to lead change, influence decision-making and contribute meaningfully to continuous improvement.

The Head Teacher will work closely with staff, children, families, community partners and colleagues across the Lochside Associated Schools Group. They will ensure collaboration leads to improved progression, moderation, tracking, transitions and continuity of learning, while contributing to wider improvement across the local authority.

Are you the person for this role?

We are seeking an experienced, resilient and compassionate senior leader with a strong record of securing improvement through effective self-evaluation. The successful candidate will provide clear, values-led leadership and articulate an ambitious strategic vision for Loirston Primary School and ELC as a community of learning.

The successful candidate will bring a commitment to equity, wellbeing and inclusion. They will build on the school's use of the Circle Framework, Wellbeing Hubs, restorative approaches, Emotion Coaching and multi-agency planning to reduce barriers to participation and learning. They will ensure wellbeing, attendance, engagement and progress information is used effectively to identify needs and evaluate the impact of support.

The Head Teacher will foster professional trust, collaboration and shared leadership. They will empower staff to lead improvement, strengthen learner participation and work positively with families and community partners. They will build on Loirston's strengths in relationships, inclusion, wider achievement, extracurricular provision and partnership working, ensuring every child is supported to achieve, contribute and thrive.



How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

If you would like to discuss the role, please contact:
Caroline Johnstone, cjohnstone@aberdeencity.gov.uk

Selection Timetable

Closing Date:	Shortlisting:	Selection process:
Midnight 4 December 2026	w/c 7 December 2026	w/c 14 December 2026

