

Co-Headteacher (Headteacher & Deputy Headteacher Combined Role)

Full Time

Leadership Scale: 0.5 (L18–L22), 0.5 (L12)

Start Date: 1st January 2027

We are seeking an exceptional and ambitious leader to join our forward-thinking academy as a Co-Headteacher. This unique role brings together the strategic responsibilities of a Headteacher with the operational leadership of a Deputy Headteacher, offering an exciting opportunity for an experienced leader ready to make a significant impact.

You will work collaboratively with an established Co-Headteacher already in post. This vacancy arises due to the retirement of the current post holder, following a highly successful period of co-headship that has strengthened leadership capacity and driven school improvement.

Together, the Co-Headteachers will provide strong, unified leadership to the school. Applicants should note that the successful co-headship team will jointly fulfil the responsibilities outlined across both the Headteacher and Deputy Headteacher job descriptions. This means that, collectively, you will cover the full remit of both roles, sharing accountability for strategic direction, school performance, and day-to-day operational leadership.

We are looking for a candidate with a proven track record of improving and maintaining high standards of achievement. The successful applicant will be someone of outstanding ability, vision, and potential, who would welcome the opportunity to prove themselves in the context of a large, diverse primary school.

We are particularly interested in candidates who bring strong expertise, passion, or leadership experience in one or more of the following areas:

- Early Years Foundation Stage (EYFS)
- Special Educational Needs and Disabilities (SEND/SENCo)
- Behaviour and Inclusion
- Pastoral Care and Safeguarding

Alongside this specialist knowledge, you must demonstrate a clear and secure understanding of high-quality teaching and learning across the full primary age range, with the ability to support, develop, and inspire staff at all career stages.

We are looking for someone who:

- Is an experienced and highly effective leader with a proven track record of school improvement
- Has a strong commitment to inclusive education and meeting the needs of all learners
- Can lead with clarity, compassion, and integrity

- Has strong interpersonal skills and can build positive relationships with pupils, staff, families, and the wider community
- Is passionate about creating a nurturing environment where children thrive both academically and emotionally
- Has the ability to balance strategic leadership with day-to-day operational excellence

In return, we offer:

- A welcoming, inclusive, and supportive school community
- Enthusiastic and well-behaved children who are eager to learn
- A dedicated and hardworking staff team
- Opportunities for professional development and career progression
- A supportive and collaborative Trust driven by its Take Care Values

The Benefits of Co-Headship

Our co-headship model has been a significant strength of the school. As shared by the retiring post holder:

**"Co-headship encourages diversity of thinking within a shared vision, with agreed aims and goals. Each of us brings different experiences, skills, and perspectives, which complement one another and take our practice to another level.*

To have that diversity of thinking and experience at headship level is powerful, proactive, and feels very protective. Two heads are always better than one."*

This role offers an exciting opportunity for a current Deputy Headteacher ready to step into a broader leadership position, or an existing Headteacher seeking a new challenge within a collaborative co-leadership model.

If you are a motivated, forward-thinking leader with a passion for improving outcomes for children, we would love to hear from you.

Visits to the school are warmly welcomed and are available on Friday 19th June, Thursday 25th June and Friday 26th June. To arrange these or discuss the post further please contact Head of HR Lauren Cartwright on hrdirector@shine-mat.com or by phone at 07376800653.

Completed applications and Letters of Application to be sent to hrdirector@shine-mat.com

Applications Close – Thursday 2nd July 12.00pm

Interviews - Week Commencing 13th July