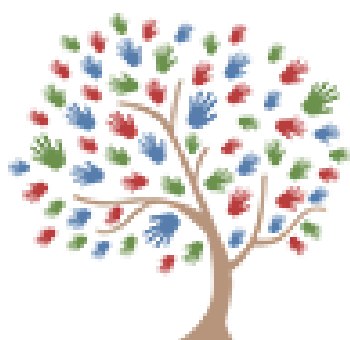


# EXECUTIVE HEADTEACHER RECRUITMENT PACK

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**THE  
FOREST CE  
FEDERATION**



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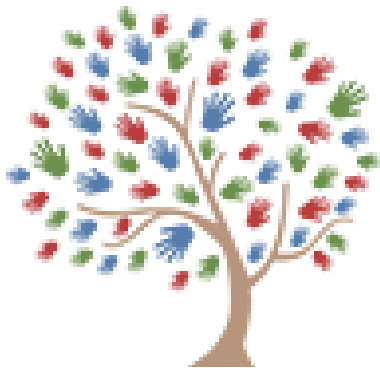
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# WELCOME FROM OUR CHAIR

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Dear Applicant

It is my pleasure to welcome your interest in The Forest CE Federation, a group of five vibrant Church of England schools in West Northamptonshire. As Chair of Governors, I have had the privilege of seeing the dedication, creativity and warmth that our staff bring to their classrooms every day, and the curiosity, enthusiasm and spirit of our pupils never fails to inspire.

Our schools are small in size but rich in character. Each has its own identity and community, yet together they form a federation built on collaboration, shared expertise and mutual support. We are proud of the distinctive culture in each school and of the collective strength that comes from working together.

After many years of outstanding leadership, our current Executive Headteacher is retiring. This is an exciting opportunity for The Forest CE Federation to welcome a new leader who will drive a bold vision for the future, working in close partnership with the governing board. We are looking for someone with passion, energy, creativity and ambition, who can lead the federation with confidence, inspire staff, pupils and the wider community, and guide us in shaping the future of our schools.

We value leaders who can nurture the individuality of each school while supporting the federation as a whole. The right candidate will be forward thinking, collaborative and innovative, helping our federation grow and explore new opportunities while maintaining the warmth, care and excellence that define our schools.

As a governing body, we are committed to providing a supportive and collaborative environment for our headteacher. We enjoy working closely with our leadership teams, offering encouragement and challenge in equal measure. We want someone who will embrace this partnership, bring fresh ideas, and lead the federation in achieving its vision.

This is a rare opportunity to lead a federation with talented and dedicated staff teams, vibrant and enthusiastic pupils, and a strong, committed governing body. We are looking for a leader who is professional and forward thinking but also approachable, fun, and able to energise everyone around them.

I hope this letter gives you a sense of the character, culture and ambitions of The Forest CE Federation. We look forward to welcoming candidates who share our passion for education, our commitment to excellence, and our excitement about shaping the future together

Dan Lister  
Chair of Governors



# THE FOREST FEDERATION

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SMALL ENOUGH TO CARE - LARGE ENOUGH TO INSPIRE -  
VALUING ALL GOD'S CHILDREN

We are five small, vibrant, forward thinking village rural primary schools based in the beautiful countryside surrounding the market town of Towcester. The schools Whittlebury CE Primary School - Tifffield VA Primary School -Stoke Bruerne CE Primary School federated in 2012 and were the first federation of three schools in Northamptonshire. Gayton CE Primary School joined the federation in 2016, with Yardley Gobion CE Primary in 2023.

This union has enabled us to pool our strengths and experiences in the classroom, alongside leadership and governance to create a richer and quality learning experience for all our children.

The Forest CE Federation aims to provide children with an exciting, broad and balanced curriculum that will instil a love of learning. Our approach enables all children to become lifelong learners by developing transferable skills to equip them to succeed in a competitive world.

A strong Christian ethos permeates through our daily lives ensuring our pupils are cared for in a safe, nurturing environment within our small community.

Everyone is valued as an individual and helped to develop and progress in their own unique way. Our vision;

'Small enough to care , Large enough to inspire, Valuing All God's children'

is at the core of everything we do. The curriculum we offer is not merely academic, but embraces the spiritual, moral, social and cultural development of all pupils.





### **FRIENDSHIP**

**We encourage one another  
and support each other to be  
the best that we can be**

### **RESPECT**

**We treat others as we would  
like them to treat us and  
celebrate their differences**

### **LOVE**

**We love and care for one  
another without any regard to  
what we get in return**

### **TRUST**

**We trust in our own abilities  
and strength to make the  
right decisions**

### **FORGIVENESS**

**We forgive others to become  
stronger people**

### **PEACE**

**We live with one another in  
peace and harmony**

# **VISION AIMS & ETHOS**

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**‘All things are possible for one who  
believes’ Mark 9 v 23**

We believe in the “whole child” and are committed to children’s wider well-being through our creative inclusive curriculum, which is driven by our spiritual values.

Our curriculum is designed to spark curiosity in young minds through carefully planned opportunities for pupils to acquire, apply and master their knowledge and skills in a unique learning environment.

We know that a child who feels happy, safe and secure will have the confidence to try their best and achieve in all that they do. We endeavour to provide all children with the knowledge, skills and environment in which to thrive.

We believe that it is important for children to try and live their daily lives by upholding Christian values. As a school family we have chosen six values which we celebrate throughout the school year. These values are displayed around the schools as a reminder to our children.

All schools have been accredited with The Bishops award for Excellence, in recognition of their distinctiveness and effectiveness as Church schools.



# OUR FIVE SCHOOLS



**WHITTLEBURY** Church of England Primary School is a warm, welcoming village school with strong roots in our local community and church. We are proud of our close-knit, family atmosphere where every child is known, valued, and celebrated as an individual.

Nestled in the heart of our beautiful village, Whittlebury School reflects the spirit of its community — caring, connected, and full of possibility. Our Christian values guide everything we do, shaping a culture of kindness, respect, and belief in one another. Our school is made up of three mixed-age classes: class 1 consists of reception and year 1, Class 2 consists of years 2, 3 and 4 and class 3 consists of years 5 and 6

As part of the Forest Federation, we work closely with our partner schools to share expertise, opportunities, and a shared commitment to providing the very best for every child. Being part of this federation strengthens our provision and broadens our children's experiences, while allowing us to maintain the unique character and family feel of our small village school.

Our vision, "All is possible for those who believe," underpins our approach to education. We believe in each individual child — their unique talents, potential, and dreams. Through encouragement, high expectations, and a nurturing environment, we help every pupil to grow in confidence, independence, curiosity, and joy for learning.

Though small in size, our school has big ambitions. Our dedicated team of passionate teachers and support staff work closely together to provide rich, personalised learning experiences that inspire and challenge every child. In our mixed-age classes, children develop strong relationships with their teachers and peers, creating a true sense of belonging and mutual support.

We are proud of our close partnership with our parish church and our active role in village life. Whether taking part in community events, celebrating together in church services, or learning in our beautiful outdoor spaces, our children grow up with a strong sense of connection, purpose, and shared values.





# OUR FIVE SCHOOLS



**TIFFIELD** is the smallest school in the Forest Federation. However, our children have big ambitions and a huge love of learning.

Tiffield is a 'school family' where children learn in a nurturing and safe environment. We have two classes in school: Class One which consists of Reception, Year One and Year Two whilst Class Two consists of Year Three through to Six.

These mixed age classes mean children have deep, meaningful connections with teachers and support staff who really know the children. Children taking charge of their learning, developing independence, curiosity and creativity is at the heart of our school. This is evident through our continuous provision and the real buzz around learning in our classrooms.

We have passionate, expert teachers and support staff: these factors mean we excel academically as our recent SATS results are testament to.

At Tiffield CEVA Primary School, we value our links with the church and the local community and can often be found making use of our pocket park to enrich learning or singing at our local church.



# OUR FIVE SCHOOLS



**STOKE BRUERNE** CE Primary School is a warm, welcoming, and close-knit community where children are at the heart of everything we do. Nestled in the picturesque village of Stoke Bruerne, known for its charming setting beside the Grand Union Canal, our school offers a nurturing environment that inspires curiosity, creativity, confidence, independence, and a love of learning.

Though small in size, we are big on ambition. Our dedicated team of passionate and experienced staff work closely together, united by a shared commitment to providing the very best for every child. We foster a caring, family atmosphere where pupils feel safe, valued, and supported to thrive both academically and personally.

Our school is made up of three mixed-age classes: class 1 consists of reception, year 1 and year 2, class 2 consists of years 3 and 4 and class 3 consists of years 5 and 6. This arrangement supports the ongoing growth of close, enduring relationships between children and their teachers. This structure also ensures every child is known deeply as an individual, enabling truly personalised learning. With a strong focus on child-led discovery and continuous provision, classrooms thrive with creativity, collaboration, and joyful learning.

We are proud of our strong links with both the local church and community. Whether it's enriching lessons in our outdoor spaces, taking part in village events, or singing at local services, our connections beyond the classroom help shape a vibrant, values-driven school life.



# OUR FIVE SCHOOLS



**Gayton** is a wonderfully warm, welcoming, and close-knit school, the kind of place where staff members function less like colleagues and more like a supportive, slightly quirky family - bonded by shared humour, genuine care, and an unwavering commitment to doing the very best for our children. We pride ourselves on having a strong child-centred approach at the heart of everything we do. Here, pupils' interests, wellbeing, and happiness come first, ensuring that every child feels safe, valued, and more than ready to tackle a day of learning.

Our school is beautifully compact, made up of three lively and energetic classes: a Reception and Year 1 class where curiosity reigns supreme, a Year 2 and 3 class full of explorers and budding philosophers, and a Year 4, 5 and 6 class where the children begin to strut confidently into the final stages of their primary school adventure - complete with bursts of creative genius and the occasional dramatic sigh.

Beyond the classroom, we are incredibly proud of our strong relationships with the local community and church. These connections enrich school life in countless ways, adding colour, fun, and that extra layer of care that makes Gayton feel less like a school and more like an extended, slightly eccentric family. From community events to shared laughter in the playground, we nurture a caring, inclusive atmosphere where everyone belongs - and where everyone knows that a good sense of humour is not just encouraged, it's practically a core subject.

In short, Gayton is a place where children can thrive, staff can laugh (a lot), and the whole school community works together to make each day brighter, happier, and occasionally, delightfully unpredictable.





# OUR FIVE SCHOOLS



**YARDLEY GOBION** Primary School is an inclusive, caring and creative school with children that love to compete and challenge themselves at different sports.

Our school is made up of four classes. We believe that children learn best when they are in a safe and comfortable environment, and as such, our classrooms are therapeutic spaces. The children will often be found working in their slippers and take pride in looking after their school environment.

We are blessed to have a beautiful forest area which the children love to visit whenever possible. The local community is also extremely important to us and we regularly come together at church.

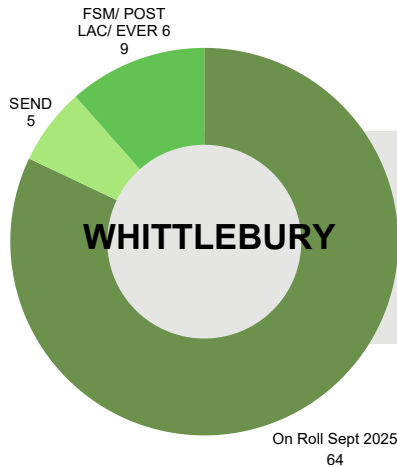
We love it when our community comes into our school to help out, share their expertise and passions and help bring learning to life.





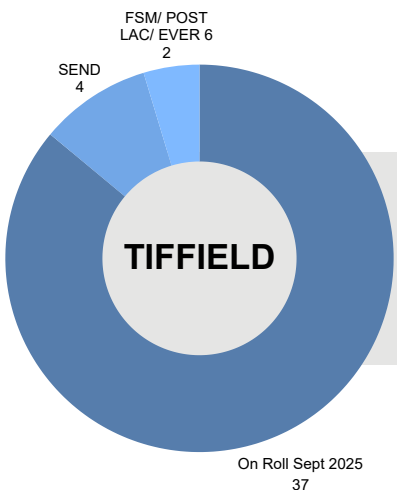
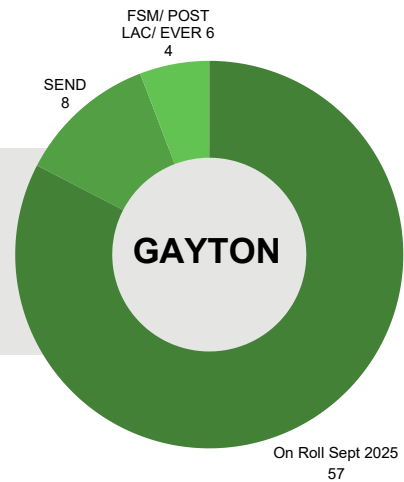
# OUR SCHOOL STATISTICS

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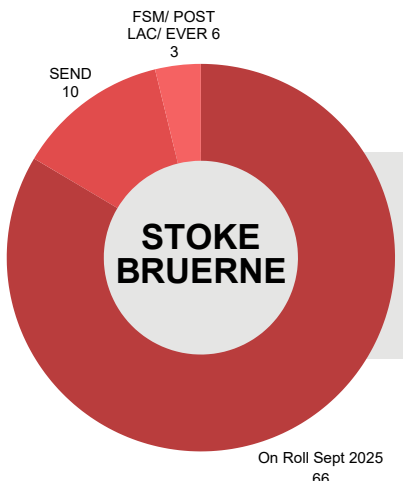
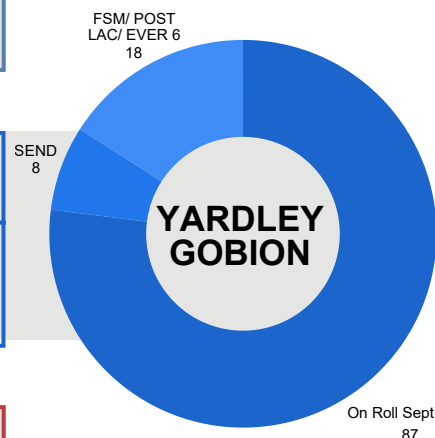
<u>OFSTED</u>	<u>SIAMS</u>
GOOD Dec 2022	EXCELLENT Feb 2023

<u>OFSTED</u>	<u>SIAMS</u>
GOOD Oct 2023	EXCELLENT Sept 2022



<u>OFSTED</u>	<u>SIAMS</u>
GOOD Feb 2022	Judgement 1 Sept 2023

<u>OFSTED</u>	<u>SIAMS</u>
GOOD Jan 2023	GOOD Jan 2020



<u>OFSTED</u>	<u>SIAMS</u>
GOOD Jan 2023	Judgement 1 Nov 2023

# OUR NEW EHT

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We are looking for a forward thinking school leader with the drive to create outstanding education and thriving communities.

As a federation of five vibrant Church of England schools in West Northamptonshire, we have a strong tradition of working together, sharing expertise and delivering exceptional teaching. Our schools are inclusive and welcoming to all, guided by values rooted in our church foundation.

We are proud of our small school character and distinctive identities. At the same time we have an ambitious vision to grow our federation, innovate and strengthen everything that already makes us special. We are looking for a leader who can shape the future, support our growth and expand our federation while maintaining the uniqueness and excellence of each school.

## **We are seeking a leader who:**

- Thinks strategically and creatively about education, always keeping children at the heart of decisions
- Has a proven track record of adaptive and high impact teaching and leadership
- Understands the role and ethos of Church of England schools and can build a culture of respect, care and inclusion
- Can inspire staff, pupils, parents, governors and the wider community to achieve excellence together
- Enjoys working collaboratively and forming strong partnerships

## **We can offer you:**

- A federation with a supportive and experienced governing body
- Talented and dedicated staff teams across all five schools
- A culture of innovation, professional growth and shared expertise
- The opportunity to shape the future of our federation, grow our community and maintain our small school uniqueness while achieving excellence

If you are an inspiring leader who shares our vision we would love to hear from you. Come and see our schools, meet our children and staff and discover how we can grow together.



**LEAD**

**INSPIRE**

**GROW**

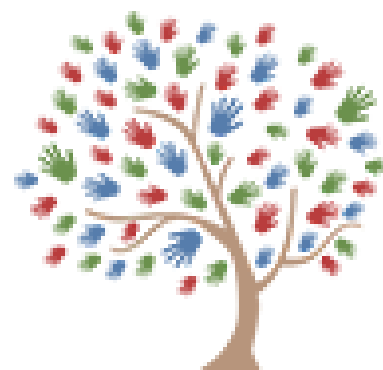
**SMALL  
SCHOOLS**

**BIG  
VISION**

**ENDLESS  
POSSIBILITIES**

# EHT PERSON SPECIFICATION

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**Role Title: Executive Headteacher**

**Responsible to: The Governing Body of the Forest CE Federation**

**Salary: L20-30**

**Contract type: Full Time, Permanent**

The Executive Headteacher will provide inspirational, strategic leadership across five Church of England primary schools, ensuring the highest standards of teaching, learning, and Christian distinctiveness. They will work in close partnership with the Governing Body, the Diocese, and the Local Authority to secure excellent educational outcomes, nurture the spiritual and moral development of pupils, and build strong, sustainable communities of learning.

## **DUTIES & RESPONSIBILITIES**

### Strategic Leadership

- Provide clear vision and direction for all schools within the federation, rooted in Christian values and the Church of England ethos.
- Develop and deliver a sustainable strategy for school improvement, growth, and collaboration across the federation.
- Lead the schools through national and diocesan changes in education policy, ensuring compliance and excellence.
- Educational Excellence
- Ensure consistently high standards of teaching, learning, and assessment across all schools.
- Oversee curriculum design that is broad, balanced, inclusive, and reflective of Christian distinctiveness.
- Monitor performance data to drive school improvement, ensuring every child achieves their full potential.
- Lead and support senior leaders and teaching staff in delivering outstanding provision.

### Governance and Accountability

- Work with the Governing Body to ensure strong accountability, transparency, and ethical leadership.
- Provide clear and regular reports on educational outcomes, financial performance, and school improvement priorities.
- Manage federation resources effectively, ensuring financial stability and value for money.
- Lead on compliance with statutory duties, including Ofsted and SIAMS inspections.

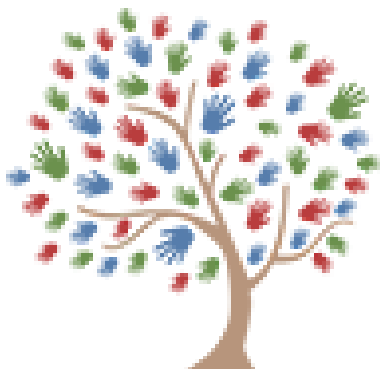
### Christian Ethos and Community

- Promote and safeguard the Christian ethos in line with the Church of England's vision for education.
- Develop strong relationships with local parishes, clergy, and diocesan partners.
- Be a visible presence across the schools, modelling servant leadership, integrity, and commitment to Christian values.
- Foster inclusive, respectful school cultures where diversity is celebrated and children thrive spiritually, morally, socially, and academically.
- Leadership and Management
- Lead, inspire, and develop senior leadership teams in each school, ensuring distributed leadership and succession planning.
- Manage performance robustly, providing challenge and support to achieve high standards.
- Oversee the recruitment, retention, and professional development of staff across the federation.
- Ensure safeguarding and child protection policies and practices are rigorous, effective, and consistently applied.

### External Partnerships

- Build positive partnerships with parents, carers, parish communities, local authorities, diocesan boards, and wider educational networks.
- Represent the federation with confidence and integrity in local and national forums.
- Champion the schools' distinctive Christian identity while engaging fully with other stakeholders



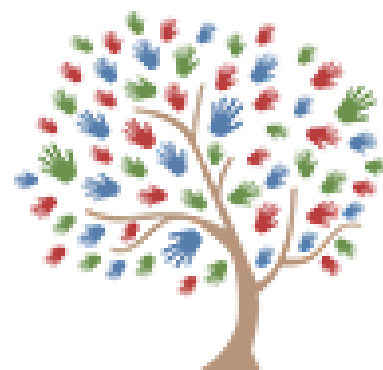


# OUR IDEAL CANDIDATE

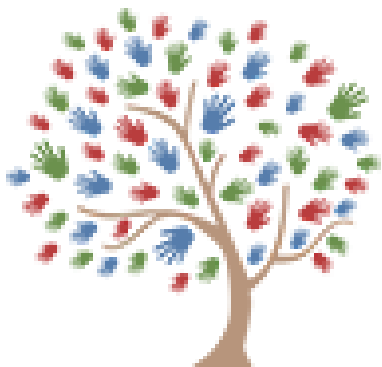
	Essential Criteria	Desirable Criteria	Shortlisting evidence sought: In application (A); Reference (R); Interview (I)
Qualifications & Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS)</li> <li>• Degree-level education</li> <li>• Evidence of recent and relevant professional development in leadership and/or management</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH, NPQEL or other senior leadership qualification.</li> <li>• Further postgraduate qualification (e.g. MA in Education, Leadership)</li> </ul>	<b>A</b>
Professional Experience	<ul style="list-style-type: none"> <li>• Proven experience as a successful Headteacher or Executive Headteacher</li> <li>• A strong record of school improvement and raising standards</li> <li>• Experience in leading and managing teams across multiple sites or complex structures</li> <li>• Experience in effective budget and resource management</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a Church of England school context</li> <li>• Experience of leading or working within a federation</li> <li>• Experience of successful OFSTED and SIAMS inspections</li> </ul>	<b>A, R, I</b>
Strategic Leadership	<ul style="list-style-type: none"> <li>• Proven ability to lead strategically across a school or group of schools</li> <li>• Track record of building effective leadership teams - Experience in developing and implementing long-term improvement plans</li> <li>• Ability to think analytically and make informed decisions based on data</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of collaborating with external partners to support school improvement (e.g. Diocese, LA,)</li> </ul>	<b>A, R, I</b>

# OUR IDEAL CANDIDATE

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Educational Excellence	<ul style="list-style-type: none"> <li>• Deep understanding of high-quality teaching and learning</li> <li>• Demonstrated ability to raise pupil attainment and close attainment gaps</li> <li>• Knowledge of primary curriculum and assessment frameworks</li> <li>• Understanding of inclusive education and SEND provision Committed to promoting and nurturing the Christian distinctiveness of Church of England schools</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in curriculum innovation or developing a values-led curriculum</li> <li>• Experience of achieving consistently high Ofsted outcomes across schools</li> </ul>	A, I
Christian Ethos & Values	<ul style="list-style-type: none"> <li>• Ability to articulate and model Christian values in leadership and decision-making</li> <li>• Commitment to the spiritual, moral, social and cultural development of pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in parish or wider church community - Understanding of the SIAMS framework and Christian character development</li> </ul>	A, I
People & Relationship Management	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills</li> <li>• Proven ability to lead, inspire, and motivate diverse teams</li> <li>• Ability to engage positively with children, parents, governors, clergy and community partners</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in managing change and resolving conflict constructively</li> <li>• Coaching or mentoring experience with senior leaders</li> </ul>	A, I



# OUR IDEAL CANDIDATE

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## Governance & Accountability

- Strong understanding of governance structures and working with governing bodies
- Experience in reporting to governors and stakeholders
- Knowledge of statutory frameworks (Ofsted, safeguarding, data protection, HR, finance)

- Experience working within or reporting to multiple boards or a central governing structure
- Understanding of governance in Church schools (Foundation Governors, Diocesan oversight)

**A, I**

## Safeguarding

- - A clear understanding of, and commitment to, safeguarding and promoting the welfare of children
- Up-to-date knowledge of safeguarding legislation and procedures

- Experience as Designated Safeguarding Lead or Deputy

**A, I**

## Other Requirements

- A commitment to equality, diversity and inclusion
- High standards of personal integrity, professionalism and confidentiality
- Willingness to work flexibly and travel between school sites as required

**A, I**



# IMPORTANT INFORMATION

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<b>Pay Range</b>	L20 - L30
<b>Start Date:</b>	September 2026
<b>Application Closing Date:</b>	6 <sup>th</sup> March 2026
<b>Shortlisting Date:</b>	11th March 2026
<b>Interview Date:</b>	W/C 23 <sup>rd</sup> March 2026
<b>Visits To School:</b>	To book a visit, contact: Michael McLoughlin: m.mcloughlin@forestfederation.co.uk Eliza Hollis: e.hollis@forestfederation.co.uk
<b>Federation Website</b>	<a href="http://www.forestfederation.co.uk">www.forestfederation.co.uk</a>
<b>Applications To:</b>	<a href="mailto:d.lister@forestfederation.co.uk">d.lister@forestfederation.co.uk</a>

## STOKE BRUERNE CE PRIMARY

Bridge Road, Stoke Bruerne  
Northants, NN12 7SD

## WHITTLEBURY CE PRIMARY

High Street, Whittlebury Northants,  
NN12 8XH

## TIFFIELD CE VA PRIMARY

High Street South, Tiffeld Northants,  
NN12 8AB

## GAYTON CE PRIMARY

Bugbrooke Road, Gayton Northants,  
NN7 3EU

## YARDLEY GOBION PRIMARY SCHOOL

School Lane, Yardley Gobion Northants,  
NN12 7UL



