



Whaplode and Weston St Mary's Church
of England Primary Schools

Part of Lincoln Anglican Academy Trust



Your future career awaits as our
new Executive Headteacher ...

Please go to [My Trust Careers](#)
to apply

Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican **Academy** Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



What is an Executive Headteacher in LAAT?

This is an opportunity to lead beyond the boundaries of a single school.

As an Executive Headteacher within LAAT, you will be part of a family of 24 schools serving more than 4000 pupils across Greater Lincolnshire. Alongside leading your own schools, you will have the opportunity to contribute to Trust-wide improvement, influence strategic developments and lead projects that shape educational provision across the organisation.

Our Executive Headteachers are an extension of our central leadership team, working together to make all LAAT Schools irresistible places of learning. We are organised across 4 broad geographic hubs with each hub working closely together on agreed shared priorities set out in a hub impact plan.

We are seeking an exceptional and values-driven Executive Headteacher to provide strategic leadership across two schools, one of which is very small, ensuring every child receives an outstanding education and the opportunity to flourish academically, socially, spiritually and personally.

This is a rare opportunity for an experienced school leader to shape the future of schools within a growing, collaborative Multi Academy Trust that is committed to excellence, integrity and compassion. Working alongside Heads of School, Academy Committees and central Trust specialists, the successful candidate will drive school improvement in both schools, strengthen leadership capacity and deliver exceptional outcomes for pupils and communities alike.

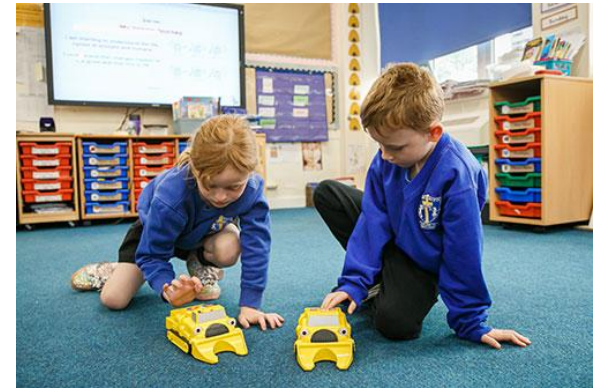
We're looking for someone who:

- Has a proven track record of successful senior leadership and school improvement.
- Inspires and motivates others through collaborative leadership.
- Has the strategic vision to lead across multiple schools.
- Is passionate about developing staff and future leaders.
- Demonstrates a strong commitment to inclusion, safeguarding and pupil wellbeing.
- Can work effectively across a Trust to maximise expertise, resources and impact.
- Embraces the Church of England vision for education and the Christian ethos of the Trust.



As an Executive Headteacher, you will be responsible for...

- Providing strategic leadership across two schools.
- Driving high standards of teaching, learning and pupil achievement.
- Developing and implementing a shared vision aligned with Trust values.
- Building leadership capacity and succession planning across schools.
- Leading curriculum development and educational innovation.
- Managing resources effectively to secure long-term sustainability.
- Serving as Designated Safeguarding Lead and ensuring the highest standards of pupil welfare.
- Strengthening partnerships with families, churches and local communities.



This is an opportunity to lead two schools, develop future leaders, strengthen communities and ensure every child fulfils their potential. If you are an ambitious and values-led leader ready to make a system-wide impact, we would love to hear from you.



Executive Headteacher

SALARY

L14 to L20 £71,330- £82,654FTE

HOURS

1.0 FTE

START DATE

January 2027

LOCATION

Whaplode Church of England Primary School and Weston St Mary Church of England Primary School

APPLICATION DEADLINE

Friday 11th September 2026 (midday)

INTERVIEWS

Monday 28th September 2026
(details to be confirmed)



For more information please contact 01526 888482 or email
recruitment@laat.co.uk

About Whaplode

At Whaplode, we have the highest expectations of children in both their learning and conduct. We teach respect and kindness for all, whilst encouraging our children to show compassion to others, to show forgiveness to all, and to face challenges with hope, courage and perseverance.

Working in partnership with parents, carers, governors, the LAAT Trust and our community is essential in ensuring our success. An atmosphere is fostered at Whaplode which gives children the confidence to express their individuality, demonstrate their talents and know that success in any aspect of their lives will be rewarded and celebrated.

At this school, we place a high priority on ensuring that both children's physical and mental wellbeing are met. These areas are as valued and supported through our detailed PSHE curriculum and pastoral support.

Our church school inspires everyone to believe in their ability to succeed through learning in a joyful and encouraging Christian atmosphere. We encourage our children to learn as much as possible and achieve their individual potential whilst developing respect and consideration for others.



About Weston

We celebrate diversity and demonstrate inclusivity. Inspired by the parable of the Good Samaritan, in which the Samaritan helps the Jewish traveller despite the differences between their people, we believe that we are all the children of God and that each member of our community deserves equality of opportunity and achievement.

Weston St Mary Church of England Primary School prides itself on being a small school with a big heart! We offer our pupils a world-class curriculum, small class sizes, a beautiful learning environment and excellent pastoral care.

At Weston, our children have access to a knowledge-rich curriculum which prepares them for the opportunities and challenges of the 21st century and raises aspirations. We provide them with the knowledge and skills they need in order to succeed within an ever-changing society, helping them to know more and remember more. As well as enabling them to develop a depth of knowledge across a range of subjects, we look to nurture within them the ability to think critically, questioning the views of others whilst building, evidencing and articulating their own.



Practical Assessment

Stage 1: School Visit

As part of the initial assessment process, the Director of Education will undertake a visit to the candidate's current school.

The purpose of this visit is to assess the candidate's leadership impact in practice and gather evidence of their ability to lead sustainable school improvement. The visit will include:

- A tour of the school led by the candidate.
- Discussion of the candidate's school improvement priorities and outcomes.
- Discussion regarding the candidate's leadership philosophy and strategic achievements.

Following the visit, the panel will determine whether candidates progress to Stage 2.

Stage 2: Assessment Tasks and Formal Interview

Candidates successful at Stage 1 will be invited to complete a number of strategic leadership tasks and attend a formal interview with a panel drawn from the Trust's Central Executive Team.



Job Description

Key Tasks and Responsibilities

This Job Description should be read in conjunction with the standards for Headteachers as set out in the latest version of the School Teacher and Pay Conditions Document and with the Trust Code of Conduct.

An Executive Head should support an ethos of integrity, compassion and excellence throughout the school and wider Trust and communities in which they serve.

An Executive Headteacher will work collaboratively as part of the wider Trust, with the understanding that it is one organisation working in partnership to achieve the best outcomes for all pupils. The postholder may be required to work on projects to support any of the Trust schools as directed by a member of the Trust Executive Leadership Team.

An Executive Headteacher will provide strategic leadership and hold overall accountability for direction, standards achieved and quality in order to;

- Provide the leadership and management to enable every pupil high quality education and which promotes the highest possible standards of achievement and well-being;
- Secure the long-term success of their Schools by maximising the skills and resources held across the two or more schools;
- Build system-wide leadership capacity at all levels through actively developing strategic structures in line with the Trust models, staffing structures and roles and responsibilities.

In addition to the Executive Headteacher (EHT), a school will also have a Head of School (HoS) and, as such, responsibilities/duties may be delegated by the EHT as appropriate.

Each school will also be supported by a Business Partner and a team of central experts in the areas of HR, Finance, Estates, H&S, Operations and Governance.

Key Accountabilities

Creating the future of the Trust Schools

Embed the Trust vision across the Schools

Work with the Academy Committee to create a local vision for the Schools which is consistent with the Trust vision and values

Motivate others to create a shared learning culture and positive climate through distribution of leadership through teams and individuals

Translate the vision into agreed objectives and operational plans

Develop and implement school structures to maximise and deploy both resources and expertise to raise achievement across both schools



Ensure effective succession planning at all levels across the schools

Build in regular opportunities for cross-school and cross-leadership working to maximise strengths and develop further joint working

Leading Teaching and Learning / outcomes and standards across the Schools

Strategically lead curriculum development and innovation to ensure a vibrant, locally relevant and engaging curriculum is in place to ensure children receive a broad, balanced and relevant curriculum that helps to prepare them for secondary education and beyond

Ensure the continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress

Ensure agreed methods of teaching and learning are consistently implemented across the schools

Establish and monitor creative, responsive and effective approaches to learning and teaching

Set high expectations and set stretching targets for each school community

Monitor, evaluate and review school practices and promote improvement strategies

Robustly tackle under-performance at all levels across the schools

Developing self and working with others

Display and live out Leadership Behaviours that act as a beacon of excellence for others and support the Trust values

Working within Trust policies, ensure the maintenance of effective strategies and procedures for staff induction, professional development and performance review

Promote and maintain a culture of high expectations for self and others

Ensure effective planning, allocation, support and evaluation of work of teams and individuals

Regularly review own practice, set personal targets and take responsibility for own development.

Maintain a consistent and continuous focus on the development of staff and students ensuring resources are deployed effectively across schools to enhance progress.



Actively manage own workload, setting a good example to others to allow a genuine culture of work/life balance.

Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.

Managing the organisation

Ensure the ongoing development of an organisational structure which reflect the visions of the Trust and enable effective and efficient operations

Develop a focussed School Development Plan for each school, that articulates the core priorities, the timescales in which these will be achieved and the success criteria for each of these

Prepare and regularly update an accurate School Self Evaluation (SEF) document that accurately reflects the current picture of the school with regards to Leadership, Quality of Education, Personal Development, Behaviour and Attitudes

Ensure evidence-based improvement plans to promote continuous improvement

Effectively and strategically manage the human, financial and physical resources of the Schools

Have a strategic overview of all health and safety regulations to ensure that the school meets the needs of the curriculum and health and safety regulations

Strategically plan the recruitment and deployment of staff across schools

Securing Accountability

Consistent with the Trust vision, enable everyone to work collaboratively within the schools and across the wider Trust to achieve excellence for all

Ensure individual staff accountabilities are clearly defined, understood, agreed and recorded

Work with the Academy Committee to enable it to meet its responsibilities and those defined in the Scheme of Delegation

Ensure every individual child has access to high quality teaching and learning that allows them flourish and become all that God intended.



Strengthening Community

Create and promote positive strategies for challenging any prejudice

Treat people equitably and with dignity and respect to create and maintain a positive school culture in line with the Trust's ethos, values and Code of Conduct

Ensure that the school collaborates with other agencies to promote the academic, spiritual, moral, social, emotional and cultural wellbeing of students and their families

Lead and develop the school culture and curriculum which takes into account the richness and diversity of the school's communities and of those around the school

Ensure a range of community-based learning experiences are available

Collaborate with other agencies to ensure pupil and community needs are met

Develop strategies to ensure strong community links are established and maintained

Develop, where suitable, joint community events that promote the ethos of the Trust

Market and promote schools and the Trust via social media and other communications, sharing its unique selling points, vision and values.

Safeguarding

Be the Designated Safeguarding lead

Ensure that the school is a safe place for children, ensuring that all safeguarding procedures are of the highest standard

Oversee the recording and management of safeguarding concerns and ensure compliance with statutory guidance

Oversee the management of the Single Central Record (SCR)

Ensure consistent and thorough procedures and practices of all staff in relation to being vigilant to the safeguarding of all children including liaison with outside agencies.



Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

As a Diocesan MAT, we uphold the Church of England's Vision for Education and are looking for someone to join our team who can support not only this but our own vision for Education, celebrating the Christian Distinctiveness of our schools.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Qualifications and Professional Status

Essential

Desirable

Qualified Teacher Status	*	
Degree of equivalent qualification	*	
National Professional Qualification for Headship (NPQH) or equivalent leadership qualification	*	
Evidence of substantial and sustained professional development relevant to Headship	*	
Safeguarding training at Designated Safeguarding Lead level	*	
National Professional Qualification for Executive Leadership (NPQEL) or equivalent		*

Leadership Experience

Essential

Desirable

Successful experience as a Headteacher with a proven record of improving outcomes	*	
Experience of leading school improvement resulting in measurable impact on pupil achievement and wellbeing	*	
Experience of strategic leadership across more than one school, phase or educational setting	*	
Experience of developing and implementing a clear vision and strategic priorities	*	
Experience of working within an Academy Trust or multi-school organisation	*	
Experience of supporting schools through inspection, review or significant improvement journeys		*

Professional Knowledge and Understanding

Essential

Desirable

Thorough understanding of curriculum design, assessment and teaching and learning strategies	*	
Sound understanding of data analysis and performance information to drive improvement	*	
Knowledge of school finance, resource management and workforce planning	*	
Understanding of governance and accountability within academy trusts	*	
Understanding of Church of England education and Christian distinctiveness		*
Knowledge of trust-wide school improvement systems and structures		*

Skills and Abilities

Essential

Desirable

Ability to provide inspirational and strategic leadership across multiple schools	*	
Ability to build leadership capacity and develop future leaders	*	
Ability to secure consistently high standards of teaching, learning and outcomes	*	
Ability to manage budgets and deploy resources effectively and efficiently	*	
Ability to foster strong collaboration across schools and within the wider Trust	*	
Ability to challenge underperformance constructively and effectively	*	
Strong organisational skills and ability to prioritise competing demands	*	
Effective use of digital technologies and social media to promote schools and engage stakeholders	*	

Personal Qualities

Essential

Desirable

Demonstrates integrity, honesty and professionalism at all times	*	
Commitment to the Trust's vision, values and ethos	*	
Leads by example and demonstrates high expectations for self and others	*	
Commitment to staff wellbeing and the promotion of healthy work-life balance	*	
Commitment to equality, diversity, inclusion and social justice	*	
Passion for achieving the best outcomes for every child	*	
Strong commitment to partnership working and system leadership	*	

Safeguarding and Welfare

Essential

Desirable

Clear commitment to safeguarding and promoting the welfare of children and young people	*	
Ability to fulfil the responsibilities of Designated Safeguarding Lead	*	
Thorough knowledge of statutory safeguarding requirements and safer recruitment practices	*	
Ability to ensure a culture of vigilance and safeguarding across multiple schools	*	
Experience of leading safeguarding practice and working with external agencies	*	

Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

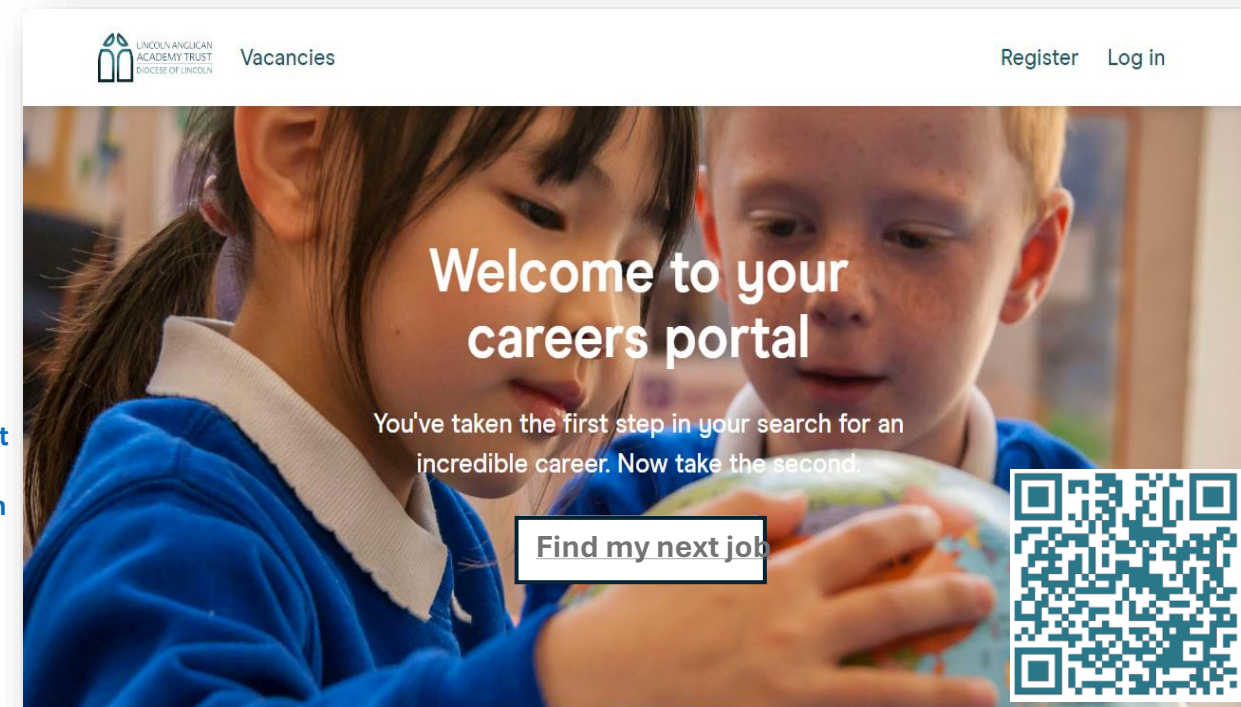
- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit [My Trust Careers](#) by clicking the link or using the QR code and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.



These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



Benefits of working in our Trust

We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



We have signed up to the
education staff wellbeing charter
because staff wellbeing matters





We cannot wait for you to begin your journey with us