

Head of School

Nurture | Educate | Achieve | Transform

Apply before Sunday
13th September 2026



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Message from the CEO

Thank you for your interest in finding out more about the role of Head of School at St Peter's Church of England Primary School. This pack tells you more about our Trust, the role and the person we are looking for.

Our Trust is built on the belief that every child can be successful. In collaboration with leaders across the Trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation, allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.



The NEAT Academy Trust YouTube channel has a welcome video so you can see our Trust in action and find out more about us: https://www.youtube.com/watch?v=jd8aeTt8_pU and I would encourage you to visit the school website where you can see our whole-Trust relational work in practice.

I'm confident that this new opportunity to work alongside the Executive Headteacher, leading St Peter's onto the next stage of the school improvement journey will be incredibly exciting and rewarding. From sponsoring St Peter's in 2025, we have seen significant and rapid improvement and we are excited for what happens next. St Peter's latest end-of-year outcomes are exceeding national benchmarks across all Key Stages, with 81% of pupils meeting or exceeding expected standards in Key Stage 2.

I am confident that for the right person, this will be the next step on a very rewarding career. We are committed to growing our own exceptional leaders and we would expect the successful candidate to have the ambition and drive to progress in their career.

I feel privileged to lead NEAT Academy Trust and to work alongside so many committed staff, governors, and partners. I am proud of what we do and of the children we serve. I hope this Recruitment Pack gives you a clear sense of who we are, what we value, and the difference we strive to make every day. We look forward to hearing from you and receiving your application if you share the same vision and values of our Trust.

Steve Haigh, CEO

Message from the Executive Director for Primary School Performance

As someone who has worked in education for a number of years, I know that it really can be the most rewarding and inspiring job in the world but I also know that it is a very challenging one too. I honestly believe that St Peter's Church of England Primary School will provide that real hearts and minds experience for the right candidate alongside being part of a Trust that will absolutely provide support. I wanted to take this opportunity to personally tell you a little bit more about our Trust and our future ambition as we enter an exciting phase of potential growth.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a Trust, and I think now is a really exciting time to join both St Peter's Church of England Primary School and the wider Trust. We, like all Trusts, are developing relationships with schools that share our vision and values as we look to build on our successes and create a stronger Trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families, but that we can make a greater difference by being together.

We believe we make a greater difference by working together as one Trust and having shared values at the heart of everything that we do. We'd love to hear from you if you also share this view and the values of the school.



Debi Bailey, Executive Director of Primary School Performance

Message from the Executive Headteacher

Thank you for your interest in finding out more about the role of Head of School at St Peter's Church of England Primary School.

We are delighted that you are considering the role as we know what a rewarding place to work St Peter's is!

I have worked as Executive Head since the Trust began supporting the school in 2023, and prior to that, I worked as Headteacher in another of the Trust's primary schools.

Our children are amazing. They are happy, engaged, curious and really enjoy being part of our family. Our staff go above and beyond to ensure all children have the same opportunities and experiences as their peers elsewhere and you really would be joining a team of committed and supportive professionals. Visitors to our school always comment on how welcoming and friendly our staff and children are.

The school was sponsored in 2025 and is unrecognisable compared to how it was then, due to the hard work and commitment of everyone. The governors are incredibly supportive and the staff and families are wonderful. We are a fully inclusive school with a high percentage of pupils new to the country, which I feel enhances the school and creates a real community feel.

Our recent SIAMS inspection in March 2026 highlighted the strengths of the school and the true partnerships that have been developed with all stakeholders.

We warmly welcome applications from those who are passionate about making a real difference to the lives of children and who thrive on challenging themselves and others to keep on improving.

We hope that from reading about St Peter's Church of England Primary School and NEAT that you feel excited that the next step in your career could be as Head of School.

We would welcome visits to the school so you can meet us before deciding whether to apply. We would like to encourage you to make an appointment so that we can tell you more about the role. Please register your interest by contacting stpeters.admin@neatat.org.uk

Steve Gittins, Executive Headteacher

About NEAT

Our Trust was established in 2017 and currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool.



We are a “mixed” multi academy Trust as we have three Church of England schools and five schools without a religious character. The Trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the Trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.



8 schools



£35 million budget



500+ employees

About NEAT

Making a difference

Each school is encouraged to have its own ethos and character but to work collectively as one Trust to achieve our shared purpose, vision and strategic priorities.

Our shared purpose

We exist to nurture, educate, achieve and transform together.

Nurture

We support and challenge to enable growth.

Educate

We prepare successful, lifelong learners.

Achieve

We strive to be the best we can be.

Transform

We provide experiences and opportunities that enrich and empower.

Our Vision

We are one Trust, working with partners, to grow potential.

Find out more



Our Governance

The Trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the Trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

About St Peter's Primary School

At St Peter's Church of England Primary School, we are committed to providing the very best education for every child. Rooted in Christian values, our ethos is centered on 'Growing Well Together', based on the Parable of the Sower found in Mark's gospel.

We celebrate the unique talents of every pupil. Our dedicated staff work tirelessly to nurture and support children in a safe, happy and inclusive environment. We aim to develop confident, independent learners through a creative, well-balanced curriculum tailored to meet the needs of all.

We are a one-form entry primary school in the heart of Wallsend, with currently 162 pupils on roll. Small class sizes help staff give each child the time and attention they need. Strong relationships sit at the heart of school life, shaped by our Christian values and the GROW model. Children learn to use their strengths, show resilience and treat others with care.

We recognise that all of our children have immeasurable potential and that it is our responsibility to ensure that they are given every opportunity to flourish as successful individuals. We will endeavour to achieve this by providing an environment where all children can demonstrate a love of learning, a love of life, and a place for them to thrive and shine within a Christian setting.



The Advert

St Peter's Church of England Primary School

Head of School

Leadership Group Pay Range L11 - L15 (£66,368 - £73,105 per annum)

To start in January 2026

Due to the promotion of the current Head of School, St Peter's Primary School is seeking to appoint a Head of School to work closely to deliver the priorities of the Executive Headteacher. This is an exciting opportunity for an ambitious leader to take the next step in their career, providing the day-to-day leadership of the school by motivating and inspiring pupils, colleagues, parents and the wider community. It is also a very exciting time to join the school as there has been significant improvement made since the school joined the Trust. We are looking for a leader to work alongside the Executive Headteacher and continue the journey of rapid and sustained improvement.

Working in the context of the NEAT vision and values, the successful candidate will develop a shared expectation of outstanding quality first teaching and create and support an aspirational and innovative culture of learning in the school.

St Peter's Primary is looking for an inspiring leader who has:

- Previous experience as an impactful leader and demonstrable experience of teaching in primary to improve pupil outcomes.
- Previous experience or a desire to take up the role of SENCO and drive inclusion throughout the school.
- A track record of success in using whole school teaching and learning, assessment or curriculum development.
- A detailed understanding of the essential components of quality first teaching.
- Ability to translate school improvement priorities into practical actions which support and empower pupils and staff to succeed.
- Commitment to working with other professionals to champion best practice and secure excellent outcomes for all pupils.

Interested in finding out more about this unique opportunity? Please contact Steve Gittins, Executive Headteacher s.gittins@neatat.org.uk or Debi Bailey, Executive Director of Primary School Performance d.bailey@neatat.org.uk

Interested in applying? If you share our passion and believe you can make a difference, please read the accompanying job description and person specification and complete an application form by clicking 'apply now' no later than midnight on Sunday 13th September 2026.

Expected interview dates: week commencing Monday 21st September 2026.

NEAT is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. This position is exempt from the provisions of the Rehabilitation of Offenders Act and a satisfactory Enhanced DBS from the Disclosure and Barring Service is required as part of pre-employment checks. For shortlisted candidates, we will conduct an online search as part of our screening.

Job Description

Job Title:		Head of School	
School:		St Peter's Church of England Primary School	
Salary Range:		L11 – L15	
Date:	July 2026	Status:	Final
Responsible to:		Executive Head Teacher	
Responsible for:		School teaching and support staff	
Job purpose:		Provide the day-to-day leadership of a single school. Motivate and inspire students, staff, parents and the wider community. Provide leadership and oversight of SEND provision across a single school Work closely to deliver the priorities of the Executive Head Teacher to improve pupil progress, outcomes and academic results at the school within the context of the NEAT vision and values.	

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

Main responsibilities

As Head of School, carry out the professional responsibilities, as set out in the School Teachers' Pay and Conditions Document of a Deputy Headteacher in addition to those of a Teacher. Carry out teaching duties in accordance with the school's schemes of work and the National Curriculum.

Educational leadership and management

1. Work with the Executive Headteacher to agree on a robust school improvement plan.
2. Develop a shared expectation of outstanding quality first teaching and ensure staff are provided with effective opportunities to develop their professional expertise.
3. Create and support an aspirational and innovative culture of learning in the school.
4. Lead on the development and implementation of SEND provision and take on the role of SENCO within school to ensure all pupils receive a quality first offer.
5. Create a climate for learning and a system of monitoring and intervention that enables all students to thrive.
6. Set and embed high educational standards in the school.

7. Work with the Executive Headteacher to deliver an effective curriculum and broader experience for learners.
8. Monitor and evaluate the performance of the school, responding and reporting to the Executive Head Teacher, as required.
9. Ensure the welfare and safety of all students from all groups, including their safeguarding.
10. Ensure appropriate strategies for managing attendance, behaviour and exclusions are implemented throughout the school.

Leadership and management

11. Work with all stakeholders to develop a positive school ethos and culture.
12. Lead the school with direction from the Executive Headteacher, in partnership with the local governing committee.
13. Contribute to formulating, communicating and delivering to aspirational short- and medium-term aims and objectives for the school within the context of the trust's longer-term vision.
14. Develop and maintain the values of NEAT within the school.
15. Lead on schools SIAMs preparation and self-evaluation
16. Contribute professionally to the broader NEAT agenda including the development and delivery of strategic plans and priorities.

People leadership and management

17. Lead on all day-to-day staffing issues in the school, referring the appointment of staff and dismissals to the Executive Headteacher.
18. Ensure a culture of working together to achieve high standards throughout the school.
19. Manage performance and ensure that staff receive appropriate support to achieve those high standards.
20. Manage performance and ensure that staff receive appropriate support to achieve those high standards.
21. Support the Executive Headteacher to identify approaches to staffing and recruitment.
22. Create a climate of reflective practice and professional development that enables all staff to achieve their best. Contribute to and participate in shared CPD arrangements across NEAT.
23. Develop capacity within the senior and middle leadership teams.

Financial and business management

- 24. Work closely with the Chief Operating Financial Officer and under the guidance of the Executive Headteacher to monitor actual expenditure against budget.
- 25. Implement key Trust-wide policies and strategies e.g. finance, people management, equalities, diversity and inclusion, IT, information governance, health and safety, communication and engagement.
- 26. Ensure that efficient administrative systems are implemented and managed.
- 27. Manage and utilise the site and facilities to the benefit of the school, the trust and the local community. Collaborate with other schools in the trust to ensure best use of all facilities for the benefits of pupils.

Parental, community and sector engagement

- 28. Develop strong and effective partnerships with parents.
- 29. Work in collaboration with external partners for the benefit of our learners.
- 30. Develop a thriving sense of school community to include present, past and future pupils and parents.
- 31. Create proactive links with the community including, for example, businesses, feeder schools, other local schools, local community groups and religious organisations.
- 32. Take an active role in developing networks across the education sector including other primary schools and multi academy trusts.
- 33. Promote the school's Christian ethos and constantly look to enhance the offer for pupils in school.

Trust responsibilities

- 34. Work to fulfil the vision and values of the trust.
- 35. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
- 36. Promote and implement the trust's equality and diversity policy in all aspects of employment and service delivery.
- 37. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
- 38. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
- 39. Participate in appraisal, training and development and other activities that contribute to performance management.
- 40. Attend and participate in regular team and 1:1 meetings.

Person Specification

JOB TITLE:	Head of School
DATE:	May 2026
STATUS:	Final

CRITERIA	Essential/Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Senior Leaders (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Current knowledge and understanding of national and local education policy, curriculum and management issues	E	✓		✓	
5. Thorough understanding of how young people learn and the core features of effective curriculum planning, delivery and assessment from Early Years to Key Stage 2 and transition to secondary	E		✓	✓	
6. Has a detailed understanding of the essential components of quality first teaching	E	✓	✓		
7. Knowledge and understanding of the SIAMs framework.	D	✓		✓	
8. SENCO qualification, or willingness to work towards.	E	✓			✓
Experience					
9. Demonstrable experience of teaching in primary to improve pupil outcomes	E	✓		✓	
10. Previous experience as an Assistant Headteacher or Deputy Headteacher	E	✓		✓	
11. Track record of success in using whole school teaching and learning, assessment or curriculum development	E	✓		✓	
12. Experience of working with stakeholders, parents and the community	E	✓		✓	
13. Evidence of developing and coaching colleagues	E	✓		✓	

CRITERIA	Essential/Desirable	Application	Tasks	Interview	Vetting checks
14. Able to demonstrate holding colleagues to account	E	✓		✓	
Skills and competencies					
15. Able to preserve and develop the school's religious character and be a positive Christian influence in the school by upholding its ethos and values.	E	✓		✓	
16. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible	E		✓	✓	
17. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E	✓	✓	✓	
18. Able to translate school improvement priorities into practical actions which support and empower pupils and staff to succeed	E	✓	✓	✓	
19. Demands ambitious standards and high expectations for all pupils to overcome disadvantage and advance equality	E	✓	✓	✓	
20. Supports a culture of self-evaluation and demonstrates commitment, engagement and involvement in the school development planning process	E	✓	✓	✓	
21. Personal drive to effectively plan workload and set priorities for self and others	E	✓	✓		
22. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
23. Excellent oracy and communication skills that are effective for a range of audiences including how best to approach difficult or sensitive issues	E		✓	✓	
24. Committed to working with other professionals to champion best practice and secure excellent outcomes for all pupils	E	✓	✓	✓	
25. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E			✓	✓
Other					
26. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
27. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓

Working with NEAT

Our Benefits

We offer careers that make a real difference to young people's lives. We recognise that our colleagues are central to everything we do and deserve to be rewarded and recognised. Scan the QR code to view our benefits package:



NEAT's commitment to equity, diversity and inclusion

Our overarching aim is: To live our mantra of knowing our children and families, community and each other well, we will foster a sense of belonging within and across our organisation, enabling our young people, staff and volunteers to thrive. By becoming a Trust of sanctuary, we will create a welcoming and safe environment for all.

This will enable us to progress:

- our Trust vision of, “One Trust, working with partners to grow potential”;
- ensuring everyone in the Trust shares our value of being inclusive; and
- our strategic priority that, “Diverse voices are represented, valued and shape the vision and strategy of the Trust”.

We commit to:

- developing an increasingly comprehensive range of data and insights;
- deepening the understanding of our workforce and governance volunteers of the diverse characteristics of our community;
- enabling a culture which is inclusive and values diversity;
- recruiting, retaining and developing a workforce and governance volunteers who are more representative of our community;
- engaging diverse voices to ensure we understand and are responsive to a wide range of perspectives;
- developing systems and processes that ensure we actively consider the impact of our decisions on diversity, equity and inclusion.



Working with NEAT

NEAT's commitment to safeguarding children and young people

The Trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.



Living in the North East of England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Meanwhile, the nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life. You can find out more about our vibrant region and the pride we have for our passionate city here:



NEAT | Academy
Trust

