



INFORMATION FOR CANDIDATES

New Horizons Academy
(Primary School)

Headteacher

April 2025

Leadership Scale Points L15 - 21



“New Horizons Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.”

Welcome from Jamie Clarke

CEO, Tove Learning Trust



On behalf of the Board of Tove Learning Trust, I would like to thank you for your interest in the exciting role of Headteacher at New Horizons Academy (Primary School). I hope that after reading the contents of this pack and having undertaken other research, you will feel inspired to take your interest further and arrange a visit to see the work of New Horizons Academy and our work as a multi-academy trust for yourself.

New Horizons Academy is an alternative education provision for learners aged 5 to 11 and whose needs cannot be met within a mainstream environment. It has undertaken a rapid period of improvement since joining the trust in February 2024. The successful applicant will be pivotal in leading the school in the next stages of its journey. You will need to be an experienced senior leader with a proven track record of improvement across the primary age range. You will have the skills and confidence to drive sustainable improvements. Also, you will have the ability to work with all stakeholders to bring them on board with your vision and support placements for children in the Northamptonshire area who exhibit social, emotional and behavioural concerns.

Situated in the heart of Northampton Town, New Horizons Academy has a bespoke and unique building. We serve a diverse and, sometimes challengingly, wide catchment area. Yet, we have a hugely rewarding role to play in delivering the best outcomes for our children, be that social and emotional as well as academic. A strong wrap-around approach at the Academy enables learners to build their confidence, overcome barriers to learning and progress to a positive next step in their lives. We believe that all learners have the ability to succeed and make the most of the next stages of their lives. We promote key life skills, inside and outside of the classroom so that the children grow in confidence.

The school is part of a caring and supportive trust that will enable you to lead your school effectively. As a multi-academy trust of 15 schools, we do not have a one size fits all approach, and believe in the individuality of each of the schools in the trust. As Headteacher, you will have the freedom and autonomy to make the necessary decisions that bring about the improvements that our children and staff truly deserve to be the best that they can be. You will report to the Director of Education (Primary) and work alongside the other schools, both secondary and primary, in the trust.

We are looking for an inspirational and energetic leader to take us to the next level, striving to achieve even more and positioning our children with a love of learning that they will need to be successful in the years to come. If you feel you have the skills and expertise to take us forward, then we would want to hear from you.

We wish you luck in your application.

Dr Jamie Clarke

CEO Tove Learning Trust



Be Kind | Work Hard | Do Your Best

WELCOME FROM CATH KITCHENER

Chair of the AIB, New Horizons Academy



Thank you for expressing an interest in the position of headteacher of New Horizons Primary School. I have the pleasure of being the chair of the AIB. In this recruitment pack we hope to give a flavour of the school and a clear indication of what we are looking for in our new headteacher.

Our school is committed to providing a nurturing, inclusive, and high-quality learning environment, where every pupil is supported to develop the confidence, skills, and resilience they need to thrive and be successful in their future placements. Like every school, our school is on an improvement journey, but staff are hard working and committed to making a difference to our pupils, all working towards a common vision.

Our new headteacher must be engaging, enthusiastic and dedicated to transforming lives through education. They will use their strong leadership skills with compassion to drive forward our commitment to personalised and therapeutic learning and support, with reintegration where possible. You will be supported by an equally dedicated and challenging local governing body and a committed multi academy trust.

If you feel that you have the excellent leadership skills to be able to lead our school forward and transform the lives of our pupils, then we would be delighted to hear from you.

I look forward to hearing from you.

Cath Kitchener

Chair of the AIB, New Horizons Academy



Our School, Ethos, Vision and Values

New Horizons Academy is an alternative education provision for learners aged 5 to 11 and whose needs cannot be met within a mainstream environment. In particular, the Academy provides placements for young people in the Northamptonshire area who exhibit social, emotional and behavioural concerns.

New Horizons Academy is in the heart of Northampton Town.

A strong wrap-around approach at the Academy enables learners to build their confidence, overcome barriers to learning and progress to a positive next step in their lives.

Our high quality, professional staff bring out the best in all learners through a personalised approach, enabling them to achieve beyond their expectations. Time with us can significantly improve a young person's chances in life due to our mixture of high-quality teaching, consistency of boundaries and a nurturing philosophy.

We believe that all learners have the ability to succeed and make the most of the next stages of their lives. We promote key life skills so that they have the confidence and tools to reach their full potential as learners and citizens.

Our children are placed by North Northamptonshire Council and West Northamptonshire Council. They are then assessed upon entry and are placed on an education pathway:

- Therapeutic
- Hybrid
- Academic

No matter which pathway a child is on, the curriculum they receive will always focus on removing any barriers they may have to accessing education. All children have a relevant curriculum that provides them with a wide range of opportunities to experience the world around them. This will include visits to local museums, forest school, out door adventures and many more.



Ethos and Vision

New Horizons Academy provides young people with alternative and special education in order for them to progress and succeed in sustained education or employment. We do this through high quality teaching and learning based on effective relationships that enable the achievement of life skills and meaningful qualifications.

We believe all children and young people have the capacity to learn regardless of their life situation. It is our role to unlock that learning potential. We apply our methodology to open the door to learning and to re-engage excluded or marginalised young people, whose attainment has fallen behind their peers in mainstream education.

We have high aspirations for our learners and aim to:

- close the attainment gap of our cohort compared to their peers
- help them return to a mainstream school if this is in the best interests of the child

An Introduction - Tove Learning Trust


EMPLOY
OVER
1,700
STAFF


EDUCATE
OVER
11,500
PUPILS

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,500 children between the ages of 4 and 18. Within our family of schools we have four primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

Employee Benefits:

- ✓ **Teacher & support staff pension schemes**
- ✓ **Continuous Professional development (CPD)**
- Training School Alliance**
- ✓ **Networking opportunities**
- ✓ **Specsavers eyecare voucher**
- ✓ **Flu vaccine**
- ✓ **Employee Assistance Programme (EAP)**
- ✓ **Medicash - Health Cash Plan:**
 - 24/7 GP Appointments & prescription services
 - Dental treatment
 - Optical care
 - Physiotherapy
 - Skinvision - skin health tracker
 - A range of essential healthcare expenses
 - Exclusive discounts on shopping & travel

TOVE LEARNING TRUST SCHOOLS

West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Northamptonshire and Milton Keynes

- CE Academy
- Elizabeth Woodville School
- Huxlow Academy
- Knowles Primary School
- Lord Grey Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Stantonbury School
- Water Hall Primary School
- Whitefriars Primary School
- Wootton Primary School

Headteacher - New Horizons Academy

Job Advert

We have an exciting and unique opportunity for an ambitious and self-motivated individual that is forward thinking and has a positive, resourceful attitude.

New Horizons Academy is an alternative education provision for learners aged 5 to 11 and whose needs cannot be met within a mainstream environment. In particular, the Academy provides placements for young people in the Northamptonshire area who exhibit social, emotional and behavioural concerns. The post holder will work with the commissioners, and their representatives from both West Northamptonshire Council and North Northamptonshire Council.

The Headteacher will be supported by the Director of Education (Primary) in driving tangible improvements in student outcomes, standards and educational experiences, both in and out of the classroom. They will effectively lead the senior team to ensure that the school is able to meet its educational aims. The post holder will also have opportunities to participate in activities across the trust and network with other business professionals.

The successful candidate will:

- inspire a culture where pupils are respectful, independent and ambitious learners
- go above and beyond the norm to ensure that pupils re-engage with education and ensure that their emotional wellbeing is paramount
- be a dedicated, hardworking and committed teacher
- have high expectations and strong behaviour management
- be passionate about success and dedicated to developing wider opportunities for the school
- provide robust pupil engagement and outcomes information to the trust
- work closely with the Director of Education (Primary) to ensure clarity and transparency on all key decisions and operations
- develop a supportive learning community and liaise closely with parents, carers and help them to develop positive views of education
- Work and communicate effectively with wider educational bodies, including local authorities and other schools across both West and North Northamptonshire.

Training and development opportunities will be offered. All staff are encouraged to study further, and the trust will actively support staff to obtain relevant further qualifications where possible.

Candidates must be eligible to live and work in the UK and hold a current driver's licence.



Headteacher - New Horizons Academy

Job Description

REPORTING TO:

Director of Education (Primary).

CORE PURPOSE OF THE POST

The Headteacher will motivate and inspire pupil, staff, parents and carers and the wider community to ensure every pupils achieves his or her full potential and is equipped to take advantage of a range of opportunities.

The Headteacher, reporting directly to the Director of Education (Primary), will work with the governing body, the CEO, the trust and the wider community to provide professional leadership, vision and direction for the school. The Headteacher will establish a culture that promotes excellence, equality and high expectations of all.

- Take the lead role on working with the Local governing body to develop a collaborative school vision, which embraces excellence, high standards and inclusion
- Translate the vision into a development plan and implement it successfully
- Establish a culture that promotes excellence, equality and high expectations for all pupils
- Inspire, challenge, motivate and empower all members of the school community to contribute and carry our vision forward
- Manage the school's resources effectively and creatively, cultivating a safe environment that secures and promotes the highest achievement of both pupils and staff
- Demonstrate consistent high standards of professional conduct and uphold the Seven Principles of Public Life.

MAIN RESPONSIBILITIES

Leading Strategically

The Headteacher will:

- Work in partnership with the CEO, Director of Education (primary), local governing body and trust to develop the strategic vision for the school, including developing the identity of a 5 to 11 educational establishment, ensuring that it is clearly articulated, shared, understood and acted on effectively by all
- Provide advice and support to the local governing body in developing their policies and formulating the budget, ensuring that all statutory requirements are met, and lead the implementation of those policies
- Build on the current positive ethos of challenge and support to maximise the life chances of all pupils and promote the achievement of staff
- Ensure that strategic planning takes account of the diversity of the academy and wider communities and the school's values
- Continue to develop the school's relationships with the local community businesses and wider organisations
- Work with the school staff, school leadership team, local governing body, Director of Education (primary), CEO and trust to further the success of the school
- Uphold excellent moral values to reflect all aspects of the school's community.

Headteacher - New Horizons Academy

Job Description

Leading the Organisation

The Headteacher will:

- Ensure that quality of education is at the centre of the organisation and management of the school, its pupils, staff and resources
- Seek to secure adequate resources for the school and to ensure these are effectively administered and controlled
- Develop and propose the annual budget and the three-year budget plan consistent with the school's priorities
- Monitor and review the use of premises and resources to ensure they contribute effectively to provide an efficient and safe learning environment consistent with the school's values and proposed priorities for expenditure
- Produce and implement clear, evidence-based plans for the development of the school and its facilities in the light of changing requirements and priorities
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school in liaison with the CEO
- Ensure that systems and styles of communication within the school are effective and appropriate
- Use a process of self-review to set targets for personal development and to manage own work-life balance.

Leading Teaching and Learning

The Headteacher will:

- Ensure that the curriculum is engaging bespoke, diverse and flexible and offers opportunities for all pupils to be successful, including both academic and therapeutic
- Create the conditions for creative, responsive and effective approaches to teaching and learning which enable pupils to become effective, enthusiastic and independent learners
- Promote a culture that encourages every pupil to become self-confident and to show respect for others
- Ensure that learning is at the centre of strategic planning and resource management
- Set appropriate and challenging progress targets for all pupils from their starting points
- Maintain and develop an effective assessment, recording and reporting system which promotes and celebrates all forms of pupil achievement, and ensures that gaps in their knowledge and understanding are addressed
- Ensure a consistent and continuous focus on pupils' achievements using data and benchmarks to rigorously monitor progress of every pupil
- Maintain and develop strategies to secure high standards of behaviour and attendance.

Headteacher - New Horizons Academy

Job Description continued

Leading staff

The Headteacher will:

- Be proactive in developing effective professional relationships with and between staff, and in promoting good order and high morale
- Create an environment that encourages ideas and contributions from staff and values the achievements of individuals and teams
- Ensure that staff buy into the vision and values of working with pupils who have had less successful starts to their education
- Acknowledge responsibilities and celebrate achievements of individuals and teams
- Manage own workload and that of others to allow an appropriate work / life balance
- Ensure that the systems for induction, appraisal and professional development lead to the maintenance of high standards and to a professional learning culture for all staff
- Manage the work of the leadership team, delegating appropriate tasks and ensuring the support needed for each member's development is in place.

Leading in the Community

The Headteacher will:

- Build and maintain a school culture and curriculum which takes account of the richness and diversity of the school's families
- Maintain and develop an effective partnership with parents and carers to support pupils' achievements and personal development
- Ensure learning experiences for pupils are integrated with the wider community and collaborate with other agencies to tackle all the barriers to learning, promote health and happiness for every child and engage positive strategies for challenging racial and other prejudice
- Seek opportunities to involve parents and carers, community figures, businesses and other organisations in the life and work of the school and build opportunities for pupils to contribute to the community
- Develop and encourage good relations between the school, the local community, both local authorities who commission places and other mainstream schools
- Ensure that communication between the school and the community is effective and appropriate and impacts positively on pupil achievement.

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.

Job Title - New Horizons Academy

Person Specification

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Proven evidence of success and relevant professional development across career	✓	
Appropriate educational and professional qualifications including NPQH		✓
EXPERIENCE		
Demonstrable track-record of success in leading change and improvement in a comparable organisation	✓	
Track record of achievement in raising standards and outcomes and achieving excellence	✓	
Experience of developing high quality leadership capacity and accountability	✓	
Leading a school successfully through an ofsted inspection		✓
Evidence of successful promotion and implementation of innovation in teaching and learning	✓	
Experience of using evidence-based information about effective learning and assessment for learning	✓	
Evidence of the ability to develop excellent relationships with pupils and adults	✓	
Experience of working successfully with local community and external agencies/stakeholders	✓	
Successful experience of using target setting, data analysis and curriculum innovation to improve performance outcomes for pupils	✓	
Experience of building successful working relationships with a governing body and of sustaining and developing effective partnerships with other organisations	✓	
Experience of leading strategic resources including finance, HR and ICT	✓	
KNOWLEDGE AND UNDERSTANDING		
An up-to-date knowledge of school improvement planning and evaluation	✓	
Able to provide strategic and creative leadership and develop a school vision which has learning and achievement at its core and incorporates our ethos and values. A detailed understanding of current educational issues, including national policies, priorities and legislation	✓	
An in-depth knowledge of a range of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance	✓	
A detailed knowledge of quality assurance systems (including school review self-evaluation and staff appraisal)	✓	
A commitment to developing choice and flexibility to meet the learning needs of every pupil	✓	
A knowledge and understanding of legal issues relating to managing an school including child protection procedures, equal opportunities, race relations, disability, human rights, employment and health and safety legislation.	✓	
PERSONAL QUALITIES		
Strong team leadership philosophy, sets priorities, agrees and achieves ambitious goals and targets	✓	
Thinks creatively to anticipate and solve problems	✓	
Acknowledges excellence and challenges poor performance	✓	
Inspires, motivates and empowers staff, pupils and parents	✓	
Enjoys working with, and has empathy for, young people from all backgrounds	✓	
Works collaboratively with others, delegating appropriately	✓	
Seeks and acts on feedback from others, including colleagues and governors	✓	
Adaptable and creative in changing circumstances	✓	
Shows resilience and decisiveness under pressure	✓	
High level of perseverance, energy and enthusiasm for the school	✓	
Willing to be involved in all aspects of school life	✓	

How To Apply/ Recruitment Process

HOW TO APPLY/RECRUITMENT PROCESS

To apply, please forward a completed application form together with a supporting statement (no more than four sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the Person Specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by email to hr@tovelearning.org.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

If candidates wish to visit New Horizons Primary School arrangements can be made by contacting the Central Trust Team by email at hr@tovelearning.org.uk to make the necessary arrangements.

SCHOOL VISITS
(BY APPOINTMENT)

W/C 31st March 2025

THE CLOSING DATE
FOR APPLICATIONS

12 noon Friday
25th April 2025

SHORTLISTING

Friday
25th April 2025

INTERVIEWS

Thursday
1st May 2025

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Sarah Carter, HR Administrator on hr@tovelearning.org.uk.

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



New Horizons Academy, 59-77 Sheep Street, Northampton, NN1 2NE
newhorizonsacademy.org.uk  [newhorizonsacademyap](https://www.facebook.com/newhorizonsacademyap)

www.tovelearning.org.uk  [ToveLearningTrust](https://www.facebook.com/ToveLearningTrust)  [ToveLearningTrust](https://twitter.com/ToveLearningTrust)

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