



NORTH CESTRIAN SCHOOL



Headteacher
North Cestrian School
Recruitment Pack
October 2025



Welcome from the Chair of Trustees

Thank you for your interest
in the role of Headteacher
of North Cestrian School.

North Cestrian (NCS) is one of the two secondary schools which make up the Hamblin Education Trust. Formerly a fee-paying school called North Cestrian Grammar School, it joined the state sector in 2016 in partnership with Altrincham Grammar School for Boys (AGSB) as an 11-16 non-selective school with an Altrincham catchment area. Over the past nine years pupil numbers have grown steadily from the low 200s to a healthy current 800.

The growth has enabled us to provide a broad curriculum. As pupil numbers have increased we have been able to recruit many able and hard-working teaching and support staff. Due to the growth of pupil numbers in the secondary sector in the local area we are currently in discussion with the local authority to expand the school site to meet those growing numbers.

Consequently, I believe that this is an exciting opportunity for an outstanding individual who has the relevant experience, commitment and drive and who is passionate about encouraging every child to reach their full potential within a supportive academic environment.

As Headteacher you will work with the board of trustees, the Local Governing Board (LGB), the Senior Leadership Team and Tim Gartside, the CEO of the Trust. All will support you as you get to know the school and begin to develop your plans for

the next stage of the school's development. You will lead NCS through a period of growth in pupil numbers and expansion of facilities. You will build on our existing curriculum strengths and continue to raise pupils' achievement. You will lead the professional development of staff and build strong links with AGBS as our associate school in the Trust, and continue to work closely with our highly supportive parental body. You will work closely with the Trust Chief Finance and Operations Officer to maintain a healthy financial position.

The key principle which guides the governance of the Trust is intervention according to need. Issues such as teaching, learning and assessment; behaviour and safety; curriculum models; inclusion and day-to-day leadership and management of its schools are delegated to local governing bodies, headteachers and leadership teams. We believe they are best-placed to take these decisions, whilst working collaboratively with central support teams.

If you are an outstanding ambitious leader with the ability and passion to inspire those around you, please get in touch! I look forward to receiving your application.

Yours sincerely,

Michael Thompson
Chair of Trustees.



Welcome from the Chair of Governors

Supporting the school's
commitment to academic,
cultural and personal
development.

The Local Governing Board has oversight of all activities in the school and supports the school's commitment to academic, cultural and personal development, by adopting a challenging and friendly approach. It includes parent, staff and community governors, with a good range of professional fields of expertise. The remit of the LGB is determined by the Trust's scheme of delegation. We work closely with the Headteacher and the School Leadership Team to guide and approve plans for the school, to provide insights and to help the school maximise its potential.

The recent Ofsted inspection concluded that:
"The trustees and governors know the school well. They support the school effectively".

As the Chair of Governors and a parent of two students in NCS (one recently graduated) I will be delighted to work with you as the new Headteacher in these exciting and promising times for the next stage of the school.

Sincerely,

Prof. Konstantinos (Kostas) Theodoropoulos

“The school has identified the essential knowledge that pupils need to learn. Teachers are knowledgeable about their subjects and explain concepts clearly. They design activities that help pupils to retain important knowledge. Most teachers make effective checks on pupils’ learning. They identify and remedy misconceptions swiftly. Teachers check that pupils are ready to move onto new learning. Pupils can connect new ideas to prior learning and secure a deep understanding.”

Ofsted – November 2024



North Cestrian Timeline

2016
Joined the
State sector

2019
The school officially
opened by the
Secretary of State
for Education

2024
A Platinum Award
for Character
Education from
A.C.E.

1951
North Cestrian
is founded

2016 - 2018
A DfE supported
building
programme is
completed

2019
1st Ofsted
inspection - NCS
is a ‘Good’ school

Nov 2024
2nd Ofsted
inspection -
ungraded - school
remains good

About the School

North Cestrian is an 11-16 school located very close to the centre of Altrincham. It was founded as an independent school by Walter Hamblin (a former headmaster of Altrincham Grammar School for Boys) in 1951. On joining the state sector in 2016, the school benefitted from a significant capital investment from the DfE to improve its facilities and IT infrastructure. On-going investment is always a priority of the Trust and governing body.

The school motto is ‘delapsus resurgam’ meaning ‘When I fall, I shall arise’. The focus of the Cestrian Way on character, good behaviour, respect for others and academic achievement places the spirit of ‘delapsus resurgam’ within a modern context.

The implementation of the Cestrian Way has involved significant professional development of teaching and support staff so that across all faculty areas there is a shared understanding of what are known as ‘trusted techniques’ to deliver effective learning in lessons. Staff are well versed in different assessment for learning strategies and how best to ensure that all pupils, including those with SEND, get the most out of lessons.

“Pupils move around in an orderly manner. They behave very well. Pupils appreciate the diverse nature of the school. They enjoy celebrating and learning about each other’s cultures through ‘culture day’.”

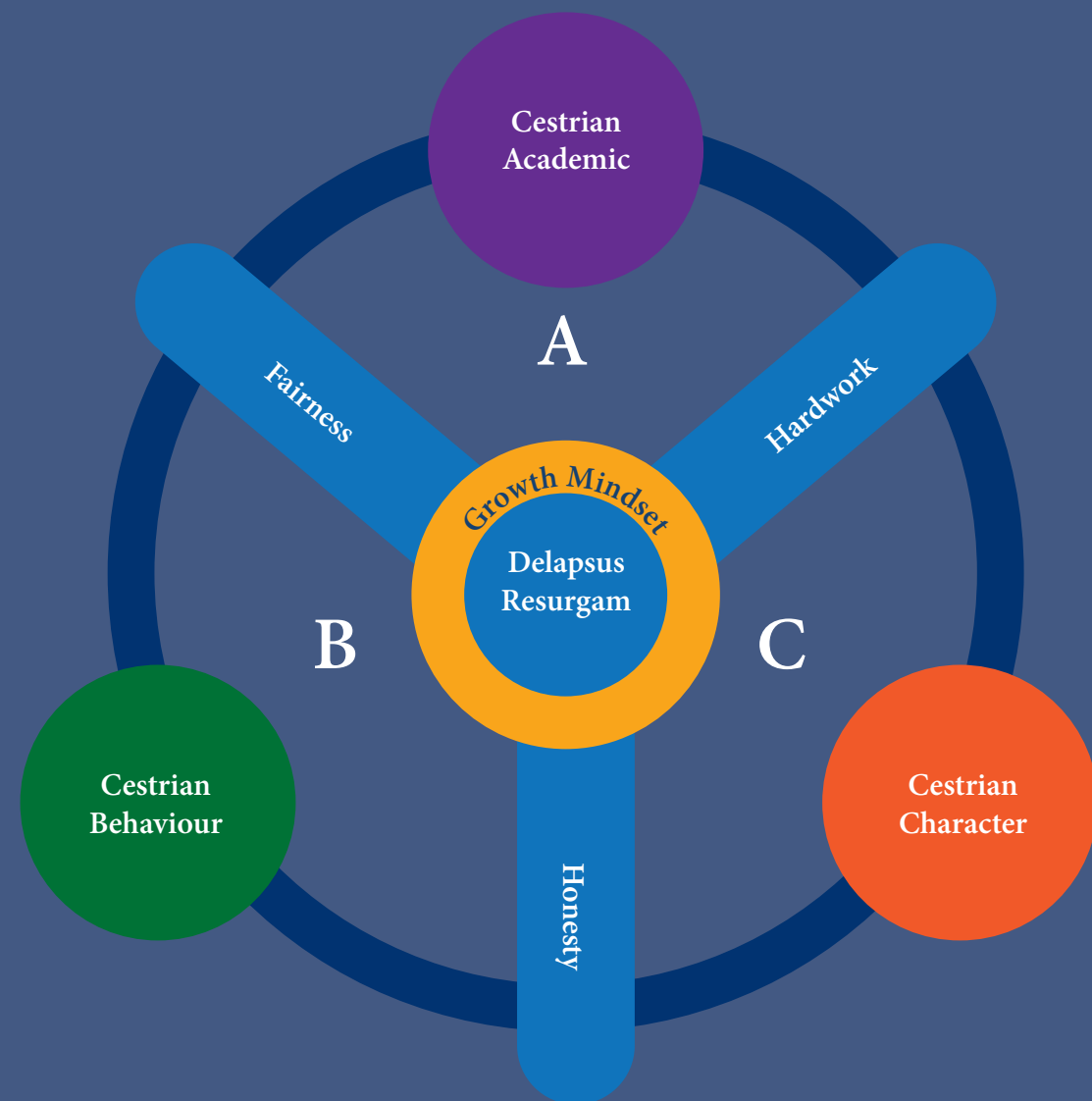
Ofsted – November 2024



North Cestrian is a popular school with applications far exceeding the number of places available. Our ambition is to increase the capacity of the school to enable more local children to attend.

Examination results at GCSE are strong. In 2024 progress 8 was +0.50 and the average points score was 55.9. In 2025 APS was 54.1, the percentage of pupils securing E/M 9-4 was 85.1% and 60.8% secured 9-5 E/M.

On leaving NCS some pupils move to other local Trafford schools including grammar sixth forms whilst others choose Sir John Deane’s, Knutsford Academy and Lymm High School in Cheshire.



At the heart of the School is the Cestrian Way...

...the shared focus on high standards of behaviour, the development of pupils' character and the fulfilment of academic potential create a school environment which is inclusive, calm and purposeful. These features were recognised as strengths in our recent 'good' Ofsted inspection in November 2024.



About the Role

Trustees and school Governors are seeking an outstanding and ambitious Headteacher to succeed Lee Bergin who has led the school with great success for thirteen years.

As Headteacher, you will uphold and embody our values and vision, drive continuous improvement, and maintain high academic and personal standards for all pupils.

This is a school where staff thrive. You will benefit from extensive personal development opportunities and you will help to shape the growth of other future leaders. If you are an outstanding, dynamic and ambitious leader with the ability and passion to inspire those around you, we want to hear from you!

We are looking for a leader who:

- Is an empathetic and dynamic presence, able to lead by example.
- Has a strong track record of school leadership.
- Brings extensive experience of teaching and learning, curriculum innovation, and pastoral and behaviour management.
- Can motivate, support and challenge staff to deliver excellence, creating a culture of continuous improvement.
- Can communicate effectively to the full range of stakeholders and in different contexts.
- Has a deep understanding of data, school improvement planning, and accountability.
- Values parental engagement and community relationships.
- Has a proven track record of raising student achievement across a wide range of abilities and cultural contexts.



About the Role

Job Description

Post:

Headteacher

Contract:

Full time, permanent

Salary:

Competitive, to attract the best

Reporting to:

Chair of Trustees, Chief Executive Officer of the Trust, the Chair of Governors and NCS Governing Board

Line management:

Deputy Head and Senior Leadership Team

Liaising with:

SLT, Head's P/A, faculty and subject leaders, governors, teaching and support staff and parents

Overall purpose of the role

To maintain and develop the school's vision, aims and priorities, and ensure their implementation through people and policies. The Headteacher will lead staff and manage resources to achieve the vision, aims and priorities and will monitor and report on progress towards their achievement to governors, and trustees.

Core leadership responsibilities

- Ensure a culture of safeguarding across the school.
- Create a productive learning environment that is engaging and fulfilling for all students.
- Lead by example in promoting excellence, equality and high expectations for all students and staff.
- Effectively manage teaching and learning.
- Communicate effectively the vision, aims and priorities (short and long term) to all stakeholders.
- Evaluate the school's performance and identify priorities for continuous improvement.
- Working with the Trust central team, to effectively deploy resources to achieve the aims. of the school and Trust.
- Carry out day to day management, organisation and administration.
- Secure the commitment of the wider community.
- Report directly to the CEO of the Trust and work closely with members of the executive leadership team of the Trust – CEO, CFOO (Chief Finance and Operations Officer) and the Head of AGSB.
- Work effectively with external stakeholders such as the Department for Education, the North West Academy Group and the Local Authority.



Specific aspects of the role - teaching and learning

- Continue to raise the quality of teaching and learning within a high-expectation learning culture as encapsulated by the 'Cestrian Way' and through the setting of challenging targets for the whole school community.
- Maintain a consistent and continuous school wide focus on pupil achievement using data, benchmarks and feedback to monitor progress of every pupil and to address areas of weakness.
- Assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum and the Cestrian Way in order to build on success and identify and act on areas for improvement.
- Maintain and develop further an inclusive school within which barriers to learning and success are broken down so that all pupils thrive.
- Maintain and develop the curriculum and extra-curricular activities to ensure the development of all pupils goes beyond the academic into the development of character.
- Ensure that parents/carers are appropriately engaged and included in the development of their sons/daughters.



Leadership and management of staff

- To build positive professional relationships with all staff in the school and across the Trust. To communicate effectively the school and Trust vision and priorities.
- To work closely with the CFOO of the Trust to support the leadership and management of support teams.
- To review regularly the organisational structure of the school so that it reflects the school values and is appropriate for current day to day needs, is within budget and looks forward to meet future needs.
- Provide regular opportunities for continuing professional development which meet the needs of staff at different stages of their careers in education.
- Recruit and retain a high-quality team capable of delivering a high standard of education to pupils of all abilities and needs.
- Ensure that staff receive regular performance reviews and have individual targets and professional development opportunities to support their growth.
- Ensure that appropriate consideration is given to staff wellbeing and work-life balance when planning across the school year.





Managing systems & resources

- Working with trustees, governors, the CFOO and Finance Director to set appropriate priorities for expenditure, to allocate funds and to control and adjust budget areas as required.
- Working with the CFOO and Trust Estates Manager, to ensure that the school estate and buildings meet the school's curriculum and pastoral needs and its health and safety requirements.
- Working with the CFOO and the Trust Head of IT Operations, to ensure that an appropriate IT system is in place to deliver the curriculum, to facilitate efficient use of staff time and to keep all members of the school community safe.
- Working with the Head of Human Resources to ensure that people management systems and processes provide a supportive framework for staff - including workforce planning, recruitment, retention, well-being and safeguarding

Community

- To maintain and build upon effective working relationships across the two Trust schools including shared CPD and sharing best practice between NCS and AGSB
- To build and maintain effective partnerships with other local Headteachers and Trafford curriculum groups
- To build and maintain strong links with parents (including the parents' association), local businesses and other stakeholders in the local area.

Accountability

- To maintain and develop further an organisation in which all staff recognise that they are accountable for the success of the school, that individual accountabilities are clearly understood and are subject to performance review and evaluation
- To present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including governors, the CEO and trustees
- To ensure that parents/carers and pupils are well informed about the school's direction, priorities, curriculum and students' attainment and progress.

Additional information

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for job applicants, or continued employment for any employees, in accordance with our responsibilities under the Equality Act 2010.

This job description is current but will be reviewed regularly and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

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.

	Essential/ Desirable
Professional Qualifications	
Qualified teacher status	D
Graduate level qualification	E
Achievement of a nationally recognised leadership qualification	E
Experience and knowledge of teaching and learning	
A current knowledge of the national curriculum and latest thinking and research	E
The ability to provide models and advice of high quality teaching across subjects and the 11-16 age range	E
Knowledge of the needs of all pupils including those with SEND and how all can benefit from high quality teaching and inclusion strategies	E
Demonstrate successful implementation of the above and its impact in a school/schools	E
A proven track record of the implementation and impact of behaviour management strategies	E
A knowledge of and commitment to the further development of digital learning strategies for staff and pupils	E
Professional attributes and skills	
A leader who can inspire others and can show empathy to others	E
Ability to build strong working relationships across all stakeholders	E
Convincing verbal, presentational and written skills	E
A proven track record in designing and/or delivering effective CPD to teaching and/or support staff	D
Experience of having managed a major change project through effective leadership	D
Knowledge of strategic financial planning and budgetary management	D
Professional Development	
Evidence of regular and recent professional development for the role of Headteacher (in addition to a recognised leadership qualification)	E
Completion of 'safer recruitment' training (or a commitment to do so before taking the post)	D
Fully safeguarding trained up to an appropriate level	E
Successful and substantial experience of leading teams in a secondary school	E
Personal Qualities	
Vision and intelligence to lead successfully a high calibre team of staff	E
Honesty, a strong sense of moral purpose and an understanding of right and wrong	E
Resilience and determination when facing challenging circumstances	E
Humility. A willingness to listen to others and take advice. To encourage others by giving praise and shining a light on the successes of others when appropriate	E
Commitment to maintaining confidentiality at all times	E



How to apply....

Should you wish to discuss the role with the current Headteacher, Lee Bergin, please contact Mrs Sharon Williams his p/a on **0161 928 1856** or email **s.williams@northcestrian.co.uk**

Visits to the school are welcomed and encouraged during the afternoons of 12th, 13th and 14th of November. These are by appointment only and should be arranged by contacting Sharon Williams.

If you decide to apply the closing date for applications is:

- Noon on Wednesday 19th November.
- Longlisting will take place soon after, we will then notify those called to interview.
- Interviews will take place on Wednesday 26th November for longlisted candidates and final interviews will take place Wednesday 3rd December.

Please send your applications to Mrs Jo Lacon:
jlacon@hamblintrust.co.uk

