



Headteacher
September 2025





Welcome from the CEO

Dear Applicant,

Thank you for your interest in the position of Headteacher at The Boulevard Academy. I am delighted to introduce this recruitment pack and share with you the exciting opportunity this role presents, not just for your own professional journey, but for the future of our school, its staff, students, and wider community.

The Boulevard Academy is on an ambitious journey of school improvement. Since joining Thrive Co-operative Learning Trust in September 2023, the school has made significant strides. Our staff, both at the academy and within the Trust, have worked tirelessly to raise standards and create greater opportunities for the young people we serve. However, we know there is still more to do, and we are seeking a dynamic, values-driven leader to help us take the next vital steps.

This is a rare and exciting chance to shape the future of a school with huge potential. As Headteacher, you will play a pivotal role not only in delivering excellent educational outcomes but also in inspiring staff, supporting families, and strengthening our ties with the local community.

Thrive Co-operative Learning Trust has grown steadily over the last seven years and now comprises ten schools — three secondary and seven primary — working together in partnership. Our success is underpinned by strong collaboration, a culture of continuous improvement, and a commitment to our co-operative values of respect, inclusion, and community.

This pack includes further information about The Boulevard Academy and our Trust. I would warmly encourage you to arrange a visit to the school and speak with my colleague, Chris Leng, Director of Secondary Education, for an informal conversation about the role and our ambitions for the academy.

To arrange a visit, please contact Helen Harrison, Senior Executive Assistant and Governance Professional, on 01482 496711 or via email at harrisonh@thrivetrust.uk.

Thank you again for considering this opportunity. We look forward to receiving your application and learning more about the expertise and vision you could bring to our school.

Jane Nolan

Chief Executive Officer





Welcome from the Director of Secondary Education

Dear Applicant,

Thank you for your interest in the Headteacher position at The Boulevard Academy. I want to emphasise the exceptional opportunity that the Headteacher role at The Boulevard Academy presents and to highlight the support you will receive in this position.

As the Director of Secondary Education for Thrive Co-operative Learning Trust, I will be your primary point of contact and dedicated champion within the Trust. My role is to provide you with strategic guidance, ensuring you have the resources, clarity, and time to focus on driving improvement at The Boulevard Academy. You will not be leading in isolation; you will benefit from the practical, proactive support that comes with being part of an established organisation rooted in our city.

One of the greatest strengths of joining Thrive is the collaborative environment you will be part of. You will be welcomed into a network of leaders, working particularly closely with the Headteachers and staff across our other secondary schools: Kelvin Hall School and Newland School for Girls. This collaboration is not simply about sharing documents; it's a partnership where we share best practices, problem-solve challenges, and collectively raise the standard of education for all our young people. Our aim is for staff across all levels, from department heads to pastoral teams, to benefit from networks that foster continuous professional development and mutual support.

Our commitment to continuous improvement extends beyond our Trust. As Headteacher, you will be encouraged to engage with a range of wider networks. We value being an outward-facing organisation, providing opportunities for you to connect with leaders from other local trusts, as well as accessing respected regional and national networks. This engagement ensures that The Boulevard Academy will remain at the forefront of educational innovation, providing you with access to the highest-quality professional dialogue and benchmarking.

This is a demanding yet incredibly rewarding role, offering the chance to shape a school with immense potential. I am excited to work alongside the next Headteacher of The Boulevard Academy, offering my support to ensure your success and the continued progress of the school.

I warmly echo the CEO's invitation to arrange a visit. I would be delighted to speak with you informally about the role, our ambitions, and the specific support we can offer to you.

Thank you again for your interest. I look forward to meeting with you and learning more about what you could contribute to our schools and community.

Chris Leng

Director of Secondary



The Boulevard Academy, 75 Massey Cl, Hull HU3 3QT
Tel: (01482) 217898 | Email: people@thrivetrust.uk





Welcome to The Boulevard Academy

Our Mission Statement:

To work with all our students to assist them to develop the high expectations, academic and life skills that will best help them to be successful. Fostering personal confidence and happiness, we will challenge students to take responsibility for building a better world for the next generation.

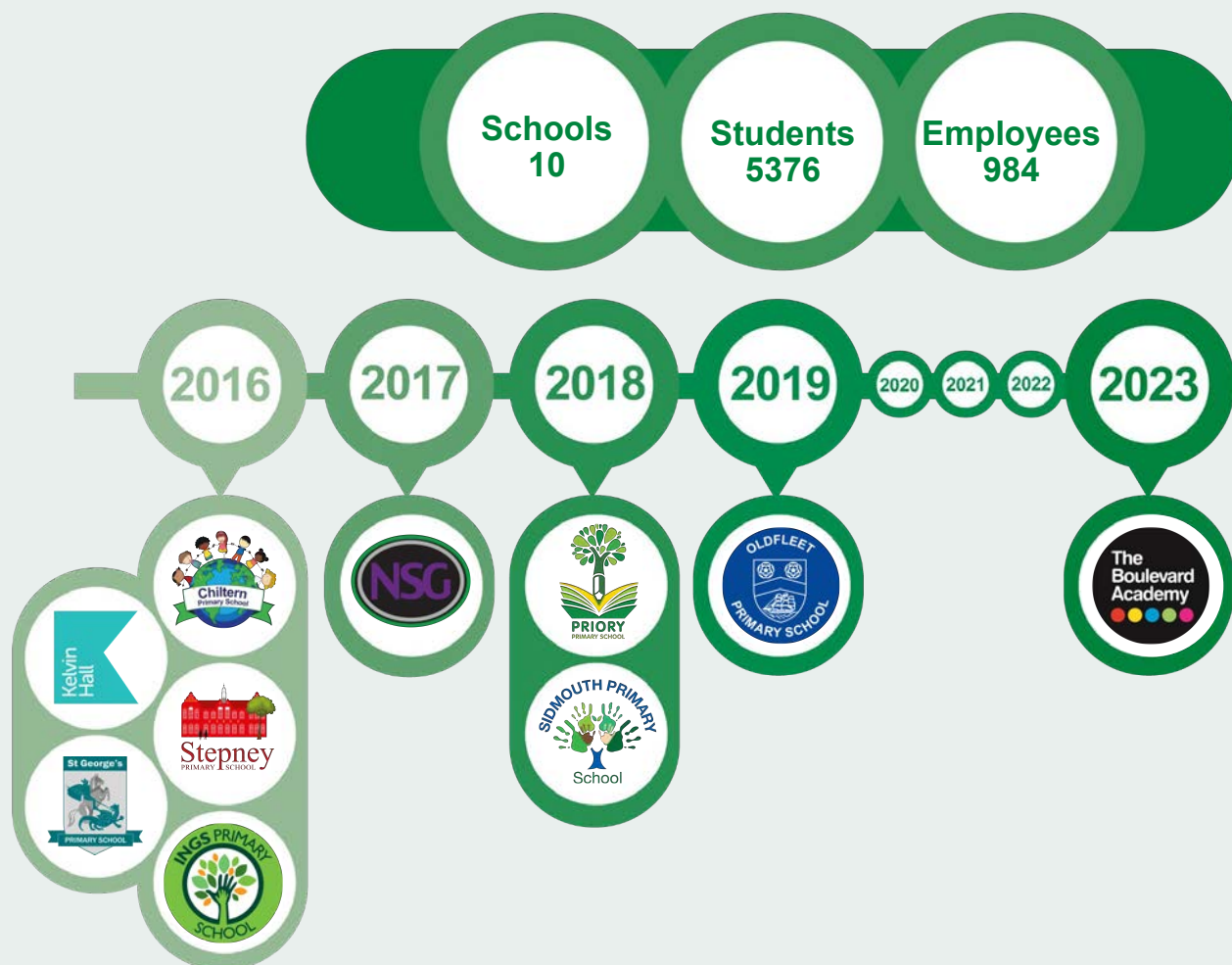
We are one of three secondary schools and seven primary schools in a developing Multi-Academy Trust (Thrive Co-operative Learning Trust).



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Our Journey so far...

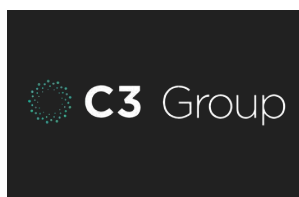


Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



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Headteacher
Salary: L26-L30 (£ 95,735- 105,595)
Hours: Full Time, Permanent
Start Date: January 2026

Thrive Co-operative Learning Trust is a vibrant family of ten schools across Hull – three secondary and seven primary – united by a shared purpose: to inspire pupils to thrive in life. Each Thrive school is a dynamic community of staff, pupils, and families working together to unlock every child's potential.

The Opportunity

The Boulevard Academy proudly joined Thrive Co-operative Learning Trust on 1 September 2023. Together, we are committed to delivering an excellent education for our students and providing a supportive, rewarding working environment for our staff. We are now seeking an **exceptional, resilient, and inspiring Headteacher** to lead The Boulevard Academy into the next phase of its journey. This is a unique opportunity for a leader with vision, drive, and a deep commitment to excellence and inclusion.

What We Offer

- An inclusive and forward-thinking school within a supportive Multi-Academy Trust
- Opportunities for professional growth through leadership development programmes
- Access to our staff benefits platform, including retail discounts, gym membership offers, and savings schemes such as cycle-to-work
- Membership of the Teachers' Pension Scheme

What You Will Bring

We are looking for an ambitious, experienced senior leader who:

- Shares our values and commitment to creating an aspirational, inclusive culture
- Can work in genuine partnership with families, staff, governors, and stakeholders
- Has the ability to inspire achievement and embed excellence in every aspect of school life
- Will ensure that all students are supported to achieve their very best

This is an exciting and rewarding opportunity to make a lasting impact on our school community.

Next Steps

We strongly encourage interested candidates to visit us prior to applying. To arrange an informal and confidential discussion or school visit, please contact **Helen Harrison, Senior Executive Assistant and Governance Professional**, on **01482 496711** or email **harrisonh@thrivetrust.uk**.

- **Closing date:** Monday 13 October 2025, 9.00am
- **Shortlisting:** Wednesday 15 October 2025
- **Interviews:** Tuesday 21 & Wednesday 22 October 2025

As part of Thrive Co-operative Learning Trust's commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates to help identify any issues that may need to be explored at interview and which could indicate a risk to children or the Trust's reputation..

Please note, that we do not accept CVs, applications must be submitted using our application form.

Our commitment to Safeguarding: Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is a 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Our commitment to equality and diversity: Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit the [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.

Job Description

Post Title	Headteacher
Grade	STPCD Group 6 (L26-30, £ 95,735- 105,595))
Location	The Boulevard Academy
Reporting to	Director of Secondary Education

Job purpose

Reporting to and supported by the Trust Director of Secondary Education, the Headteacher will deliver Thrive's mission statement '*Inspiring pupils to thrive in life*' by delivering an excellent education for students and providing a supportive working environment for all staff.

Demonstrating the highest ethical leadership standards

- Be a champion of Thrive's values and charters, including the Ethical Leadership Charter.
- Exemplify professional integrity, strive for excellence, work co-operatively, welcome accountability and hold responsibility for all aspects of school performance.
- Uphold the Thrive Equality and Diversity Policy and challenge prejudice.
- Be highly visible to pupils, professionals and parents as a role model of exemplary professional conduct.
- Enable all staff to carry out their duties to a high standard and with appropriate thought to their wellbeing, workload and professional development.

Creating a strong school culture

- Establish and sustain the school's ethos and strategic direction as a Thrive school.
- Uphold ambitious educational standards that prepare pupils from all backgrounds for their next phase of education and life.
- Ensure pupils experience a positive and enriching school life and have a growing sense of voice and influence.
- Create an inclusive culture where attendance is strong, and where suspensions and exclusions are kept to an acceptable minimum.
- Promote positive and respectful relationships across the school community and ensure a culture of high staff professionalism and discipline.
- Ensure that school staff follow statutory safeguarding guidance and Thrive safeguarding policy.
- Ensure the school follows the Thrive Scheme of Delegation.

Promoting high educational standards

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective pedagogy and how pupils learn.
- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Establish effective subject leadership, developing leaders with high levels of expertise and access to professional networks and communities.
- Ensure effective, and proportionate systems are used when assessing pupil attainment.
- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities (SEND), working in partnership with parents, carers and professionals.
- Establish and sustain high expectations of behaviour for all pupils, built upon mutually respectful relationships, systems and routines, which are understood by all staff and pupils.
- Ensure accurate self evaluation of the school and use this to inform and develop a school improvement plan.
- Understand complex or persistent barriers which limit school effectiveness, and implement evidence-informed strategies for improvement that are realistic, timely, and have impact.
- Prepare the school for third-party scrutiny and lead during inspection.

Supporting and developing staff

- Promote a culture of respectful and professional working relationships within which high standards of professional conduct are embodied.
- Ensure effective line management that supports colleagues to carry out their duties to a high standard.
- Create effective staff structures, lines of delegation and accountability flows.
- Set quality assurance arrangements in school that aim to develop staff performance, managing any underperformance in line with Thrive policy.
- Deliver a programme of effective staff CPD that both supports and develops staff and improves outcomes for children.

Developing efficient organisational management

- Collaborate with Thrive staff to prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Collaborate with central Trust staff to ensure compliance with health and safety guidance, identifying, managing and mitigating risk.
- Collaborate with central Trust staff to ensure the school operates effectively and efficiently within the required regulatory frameworks and meets all statutory duties.
- Collaborate with central Trust staff to ensure People policies and procedures are implemented fairly and with fidelity.

Be forward thinking, collaborative and outward facing

- Promote Thrive's values and charters to pupils, staff and the families the school serves.
- Place the school at the heart of the community it serves and promote a welcoming open door policy.
- Ensure that professionals, pupils and parents are able to exercise their voice and influence via Thrive processes.



- Play an active part in representing Thrive and the school in the wider education ecosystem by participating in strategic partnerships.
- Actively seek out opportunities to learn about innovative practice by participating in professional forums and conferences, forming mutually beneficial relationships with other individuals, organisations and schools.
- Regularly review own practice, set personal targets, take responsibility for own development, seeking advice and support through coaching and mentoring as appropriate.

Developing a culture of creative co-operation

- Collaborate with other schools in the Trust and share best practice through, for example, networks and forums.
- Lead and participate in school development reviews, highlighting achievements and setting clear priorities for ongoing, sustainable improvement.
- Provide reports to the CEO and Executive Team as required.
- Collaborate with Trustees and Governors and enable them to fulfil their link role responsibilities.
- Ensure the Local Governing Body has the information needed to be well informed about key aspects of school performance.

Job description provisions

- To perform additional directed activities and roles, from time to time, as may be assigned by the CEO.
- This job description may be modified by the CEO/Trust Board, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.
- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.

Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

Responsibilities for Staff:	Leadership and management of all school staff
Responsibilities for Customers/Clients:	Safeguarding and promoting the welfare of children. Responsible for supporting the learning and welfare of students. Responsible for keeping parents informed about progress. Liaise with other partner agencies regarding referrals and agreeing a way forward.
Responsibility for Budgets/Financial Resources:	Responsible for managing the school budget within the Trust's finance policy. Responsible for working collaboratively with the trust to ensure forward planning meets the needs of the school.
Responsibility for Physical Resources:	Responsible for case files on a day-to-day basis, which contain confidential and often sensitive information. Ensure accurate records are kept



		E	D	How Identified
Qualifications	Qualified Teacher Status	✓		AF
	Grade 4 or above (or equivalent) in English and Maths	✓		
	Degree level or above	✓		
	NPQH or relevant leadership qualification	✓		
	Evidence of recent and relevant training and development at headship level and/or in preparation for headship	✓		
Experience	A proven track record of successful senior leadership as Headteacher, Deputy Headteacher, Head of School or similar, in a secondary school	✓		AF, R I
	Demonstrate delivery of innovation and change in education	✓		
	Evidence of building a culture and environment of trust, high performance and accountability	✓		
	Evidence of collaborative working beyond an individual school		✓	
	Sound financial acumen and experience in a range of high impact projects		✓	
	Successful implementation of strategies for raising individual pupil achievement and wellbeing	✓		
	Evidence of promoting collaborative and interdisciplinary work within a school	✓		
	Experience in initiating, shaping and leading change programmes resulting in successful outcomes	✓		
	Evidence of an inclusive leadership style, demonstrating the ability to lead through changing circumstances.	✓		
	Evidence of being able to work within an accountability structure where a high level of trust, openness and honesty is required.	✓		
	Evidence of an ability to work as part of a team, making a high quality contribution to the success of the whole.	✓		
Skills & Abilities (including thinking challenge/mental demands)	Motivation to work with children and young people	✓		AF, I, R
	Ability to form and maintain appropriate relationships and personal boundaries with children	✓		
	Challenge, influence and motivate others to attain ambitious targets	✓		
	Have an inclusive approach to leadership, inspiring and empowering others to succeed	✓		

		E	D	How Identified
Skills & Abilities (including thinking challenge/mental demands)	Has vision and can think creatively to solve problems and identify opportunities	✓		AF
	Exercises decisive, evidence-based judgment in difficult situations, consistently acting with the highest degree of integrity	✓		
Knowledge	Comprehensive knowledge of national policy, statutory legislation and financial frameworks and school governance	✓		AF
	A knowledge and commitment to safeguarding and promoting the welfare of young children and young people	✓		
	Ability to analyse and interpret comparative data, establishing benchmarks and set targets for improvement	✓		
	Knowledge and understanding of effective teaching methods including the use of IT and the development of online learning	✓		
Personal Qualities	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people.	✓		AF, I, R
	Excellent communication skills	✓		
	A commitment to collaborative working, both within the school and across the Trust	✓		AF, I
Disclosure & Barring Service	The successful candidate appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record	✓		(After shortlisting)



How to apply



Application forms can be downloaded from TES or Eteach and should be returned via email to people@thrivetrust.uk

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