

Join NPAT in
**Achieving
*Extraordinary Things***



NORTHAMPTON
PRIMARY ACADEMY TRUST

Applicant Information Pack

www.npatschools.org/join-our-team/npat-vacancies

Achieving *Extraordinary* Things

- The NPAT vision is to achieve educational excellence, create opportunities and enrich lives.
- We will do this by developing a multi-academy trust of highly effective and sustainable schools.

NPAT is driven by a vision of innovation, high aspiration and achievement and a commitment to sport and the arts.

Our Values

We know that there is greater potential for realising our vision through working together as a family of schools providing support, collaboration and challenge. We are ‘one school with many doors.’ Our collective strength is epitomised through a shared focus on ensuring great teaching and curriculum, focusing on the most efficient use of resources in order to provide maximum value for money. Although our schools retain their own individual, unique character our strength is built on synergy - the belief that we can achieve more collectively than alone. We hold safety and safeguarding in the highest regard at all times and in everything that we do.

We have clear values and beliefs that guide us in how we act and in decisions that we make. We are driven by the determination to ensure that our schools sit at the heart of their local communities and are drivers for educational excellence for all.

Our moral purpose is rooted in high aspiration and ambition for all children, including those who face the greatest disadvantage in our most deprived communities and children with Special Educational Needs and Disability. We are responsible for developing future citizens who have a voice that is heard, and who understand their place and responsibility in society. We ensure that we use evidence-based research to inform our educational priorities.

We recognise the importance of both high academic achievement and the development of the whole child through a wide range of opportunities with external partners, including the Royal Shakespeare Company and National Gallery. We expect all our school leaders to adhere to the Nolan Principles of Public Life which form the basis of the ethical standards expected of public office holders.



Why join our *Extraordinary* Trust?

Dear Applicant

Thank you for your interest in furthering your career at Northampton Primary Academy Trust. We aim to appoint and retain the highest calibre of staff at all levels. We work hard to ensure that our staff have every opportunity to develop as professionals throughout their career. We are committed to developing the best working practices for our staff and ensure that staff working conditions, workload and well-being are at the heart of our thinking.

Our NPAT Staff Pledge shows our ongoing commitment to our workforce and we try to ensure that anyone working at NPAT can expect:

- A fair and reasonable workload.
- High quality training and CPD opportunities that meet the needs of individual members.
- A fair pay and reward package at least equal to the national agreement for teachers, and the Local Authority pay scale for support staff.
- Support and incentive to ensure positive wellbeing.
- Higher priority placement in the school that you work at for the admission of staff children.

NPAT is committed to providing the most innovative, creative and inclusive education possible. We pride ourselves on high expectations and outcomes for our children through a curriculum which is aimed at nurturing the whole child academically and personally. NPAT always aims to be at the forefront of the latest educational thinking and research, including our current work on curriculum development which will provide clarity to teachers about wider curriculum content so that their valuable time can be spent concentrating on delivery and personalising this to meet the needs of their learners. We aim to work with the very best educational researchers and give our staff every opportunity to hear the latest research-led evidence tied in to our education strategy and priorities.



We hope that you will join us in one of our NPAT schools and look forward to working closely with you.

Julia Kedwards, OBE
NPAT Chief Executive Officer



Welcome from the Chair of the Board of Trustees

Welcome to the exciting world of possibilities at Northampton Primary Academy Trust (NPAT).

Founded in August 2012, our visionary partnership of like-minded schools is dedicated to delivering excellent education to all our children. Our diverse member schools, ranging from small to large, are united by a commitment to quality teaching and learning supported by passionate and highly skilled personnel. Our mission is clear: to develop a Multi-Academy Trust of highly effective and sustainable schools, all sharing a common vision and commitment to NPAT values. While fostering innovation and individuality, we work collaboratively to “achieve educational excellence, create opportunities and enrich lives.” Built on the principle of synergy, NPAT thrives on the collective strength of vibrant and successful schools, fostering teamwork and innovation through partnership working. From our initial five schools we’ve increased in size, maintaining our original

values and ethos and we aren’t stopping here. We believe our mission is fundamental to helping communities thrive and giving children safe places to learn and grow. Joining NPAT means embracing excellent learning opportunities and career advancement within our extensive school network. Our journey is incredible, and we invite you to be an integral part of it – where collaboration, innovation, and fun go hand in hand.

**James Marscheider -
Chair of Board of Trustees**



Our *Extraordinary* Schools

NPAT was established as an education trust in 2012 by five Headteachers with a vision to provide 'educational excellence, create opportunities and enrich lives' through high quality educational provision for children.

We work hard to be a successful and inclusive trust with highly effective and sustainable schools. We want all children, regardless of their backgrounds, to leave our schools working at age expectation or above so that they are ready and able to keep up with the secondary school curriculum. We develop social, moral and cultural capital so that our children mature into rounded, grounded individuals who are ready to engage with the next stage of their learning in a positive way. NPAT is driven by a vision of innovation, high aspiration and achievement. This approach is encapsulated in our motto:

Achieving *Extraordinary* Things

NPAT schools all share this common vision and are committed to an ethos of mutual support and sharing best practice whilst retaining the freedom to innovate and develop their own identity and character.

Our schools span a range of communities and locations, and we are able to offer staff opportunities to collaborate with others across the Trust.

Great schools need great leaders and great staff, and NPAT schools pride themselves on attracting and retaining the best people to work in, lead and govern our schools. Our Trust provides a range of professional development opportunities for staff and governors including training, development and network groups, bespoke support from our trust Education Team and our annual NPAT Governance Conference and Teacher Professional Development Conference. Our NPAT staff pledge highlights our commitment to reducing teacher workload.



Our *Extraordinary* Benefits



Training & CPD:

High quality training and CPD opportunities that meet the needs of the individual. New to NPAT Teacher training online suite, professional learning meetings, annual teacher professional development conference, support staff and governor training, annual governor conference.



Professional Development:

Formal and informal support and coaching, centrally led professional development and formal externally sourced programmes with delivery through Northamptonshire Teaching School Hub, Ambition Institute and Teach First.



Collaborative Working:

Partnership working across a family of schools in a close geographical area with an ethos of mutual support, best practice sharing, collaborative planning and co-creation of NPAT policies.



Pay:

A fair pay and reward package at least equal to the national agreement for teachers and the Local Authority pay scale for support staff.



Pension Scheme:

Local Government Pension Scheme membership for all support staff and Teacher Pension Scheme for all teaching staff.



Priority School Admissions:

Higher priority placement in the school that you work at for the admission of staff children.



Staff Pledge:

Providing commitment to a fair and reasonable workload.



Emotional & Wellbeing Support:

Support to ensure positive wellbeing including access to an employee assistance programme and education support.



Flexible and Family Friendly Policies:

Generous policies for leave and flexible working.



Subsidised Meals:

Available for qualifying staff by individual school agreement.



Discounts:

Free access to exclusive discounts, cashback and vouchers at a large variety of high street and online stores for teachers and education staff via 'Discounts for teachers'.



NORTHAMPTON
PRIMARY ACADEMY TRUST

Statement of Equality

Northampton Primary Academy Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. Applications are invited from all members of the community. We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and governors treat visitors, volunteers, contractors and former staff members.

Safeguarding

Nothing is more important than keeping all our children safe, especially the most vulnerable. The NPAT Partnership is fully committed to ensuring that children with SEND, those eligible for Pupil Premium funding and other vulnerable groups are able to achieve as highly as possible. Schools within the partnership will have the most rigorous and updated procedures and policies which help keep children in our care safe. We will ensure that all vulnerable groups of children achieve highly, when

compared to their peers nationally, through the following measures:

- All schools will be subjected to a biennial safeguarding audit
- Behaviour and safety of children will be outstanding in all our schools

Our Trust policy can be found here:

<https://www.npatschools.org/our-trust/our-policies-financial-information>

Recruitment privacy notice:

As part of your application to join us, we will gather and use information relating to you. Information that we hold in relation to individuals is known as their “personal data”. This will include data that we obtain from you directly and data about you that we obtain from other people and organisations. We might also need to continue to hold an individual’s personal data for a period of time after the recruitment process, even if you are unsuccessful. Anything that we do with an individual’s personal data is known as “processing”.

Our recruitment privacy notice sets out what personal data we will gather and hold about individuals who apply for a position with us, why we process that data, who we share this information with, and your rights in relation to your personal data processed by us and can be found here: <https://npatschools.org/our-trust/our-policies-financial-information>





NORTHAMPTON
PRIMARY ACADEMY TRUST

Achieving Extraordinary Things

Abington Vale Primary School



Headteacher

2025



A Message from the Local Governing Board

Thank you for your interest in the position of Headteacher at Abington Vale Primary School. This pack is designed to give you a broad overview of the Trust, our school, and the qualities we are looking for in our new Headteacher.

Abington Vale is a large Primary School with 450 children across three sites. Park Campus is the original site and Stirling Campus (a converted three-storey office block) opened in September 2013. Abington Vale Primary School was approached to take over the Pavilion Preschool and it joined the school community in March 2018.

Our recent Ofsted inspection in February 2024 judged the school to be delivering 'good' provision across all areas of the framework. It was an ungraded (section 8) inspection, and the evidence gathered during the inspection suggested that the inspection grade might have been 'outstanding' if a graded (section 5) inspection was carried out. The whole school community was delighted with the outcome, which was reflective of the journey that the school has been on.

In 2012, Abington Vale converted to academy status, alongside four other like-minded schools, as founding members of the Northampton Primary Trust (NPAT), the county's first non-sponsored trust. NPAT has since grown to become a collaboration of 14 schools. Whilst the main focus of this role will be as Headteacher of Abington Vale, the Headteacher is also an integral part of the wider NPAT community. As part of this community, the successful candidate will work collaboratively with other Heads and schools in the Trust who provide both mutual support and challenge and collaborate to create educational strategy and provision.

Abington Vale is renowned for being an inclusive school, offering stimulating and unique experiences that bring the curriculum alive through a breadth of opportunities and activities. This results in our children being happy, secure, and confident young people, with good outcomes, who are a credit to the school. Their positive and welcoming behaviour is regularly commented upon by visitors.

The school community is looking to recruit a new Headteacher following the upcoming retirement of the existing Headteacher who has been in post since 2013 and has been instrumental in the changes that have taken place over that time. We hope to find an energetic and inspiring leader who can continue to evolve and grow the school community with the same level of passion and commitment. The position is available to take up from September 2025.

The new Headteacher can look forward to working with a strong leadership team, a dedicated and capable team of teachers and support staff, a supportive and challenging Local Governing Body and, of course, a host of talented, well-behaved, well-mannered, and enthusiastic children.

However, there is no substitute for experiencing all this for yourself. To really get a flavour of the role we encourage you to visit our amazing school and to see first-hand the exciting teaching and learning experiences we provide for our wonderful children.

We look forward to meeting you and receiving your application.

Helen Smith, Chair of Governors, Abington Vale Primary School



Abington Vale Primary School Mission

Abington Vale primary school provides every child with outstanding education and personal development, leaving school having reached their full potential, with positive memories of their primary education. A school where pupil success is facilitated by engaged and vibrant staff to create an open culture of learning - our school is the school to work in. A school where staff and children have the best resources to reach their objectives, continually improving facilities and first-class information technology.

At Abington Vale Primary School, we value and celebrate the diversity and uniqueness of all our children. Our school community shares our vision to develop well rounded, confident and responsible individuals who aspire to achieve their full potential. We do this by providing a welcoming, happy, safe, and supportive learning environment in which everyone is equal, where opportunities are for all, and all achievements are celebrated.

Our school

Abington Vale Primary School is a modern primary school across two sites. Although both primary school sites are very different in appearance, both share the same ethos, values and dedication to high standards. In March 2018, the Pavilion Pre-School became part of Abington Vale Primary school and is located close to Park Billing Road.

Park Campus (the original Abington Vale site) was built in 1968, it is an attractive building surrounded by extensive grounds, which provide a stimulating environment for both learning and play for our 210 pupils.

Stirling Campus (located in Cliftonville) was completed and opened in September 2013. It is a fabulous office block conversion providing a unique and exciting learning opportunity for 210 children. Its modern and dynamic design is based upon Scandinavian school principals with large collaborative spaces.

Pavilion Preschool the Preschool was established in 1979 and moved to its current location 25 years ago. Since March 2018, the Pavilion Preschool is now part of the Abington Vale community.

Job Description – Abington Vale Primary School Headteacher

Salary: **£79,475 to £92,052** FTE PA

Contract type: **Permanent**

Basis: **Full time** (alternative headship structures & job shares will be considered)

Required start date: **1st September 2025**

School group size: 3

Number of sites: 3

This job description reflects the National Standards of Excellence for Headteachers (2020). These standards are built upon The Teaching Standards (2011) which apply to all teachers, including Headteachers.

Accountable to:

The Headteacher will be accountable to the Governing Body for the conduct, leadership, management, and administration of the school including financial performance, and to the Trust for overall performance appraisal.

Job Purpose:

- Lead and manage the school effectively and efficiently ensuring the highest possible quality of education and range of educational opportunities for all pupils.
- Provide clear vision and positive, incisive, and purposeful leadership with strategic direction to ensure high standards of achievement and attainment for all.
- Motivate and develop others to create an effective school climate and shared culture.
- Promote the ethos, vision, and values of NPAT and Lings Primary School and contribute positively to wider school improvement initiatives across the Trust.
- Ensure that resources are used efficiently and effectively to achieve the school's aims and objectives.
- Evaluate the school's performance to identify the priorities for continuous improvement and raising standards.
- Develop an ethos and process for managing behaviour that enables pupils to achieve their potential, including the management of pastoral care, pupil welfare and anti-bullying procedures.
- Maintain and monitor outstanding safeguarding practices.

Specific responsibilities:

Developing & working with others:

- Recruit and retain high calibre staff, supporting them to become effective members of the wider trust.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school climate.
- Create an environment in which others can grow professionally. Ensure that all staff receive ongoing professional support, guidance and training/CPD opportunities.
- Develop, empower, and sustain effective teams, promoting effective collaboration and shared accountability.
- Develop and nurture leadership potential in others to build leadership capacity in the school.
- Develop and maintain effective strategies and procedures for staff induction, early and continuous professional development.
- Maintain fair and consistent performance review within the policies of the trust, ensuring that achievement is rewarded, and that under-performance is effectively addressed.
- Acknowledge and celebrate the responsibilities and achievements of individuals and teams.
- Have regard for own workload and that of others to secure positive staff well-being.
- Create a shared vision which inspires and motivates pupils, staff, governors, and all members of the school community.
- Adopt a strong, caring, supportive and flexible leadership style, which will both influence and motivate staff and pupils to achieve their potential.

Learning and teaching:

- Develop relevant strategies based on educational research and evidence, in line with trust approaches, to ensure effective teaching and learning.
- Demonstrate and model quality first teaching to support, coach and mentor others.
- Ensure high standards of teaching, leading to the highest standards of attainment and achievement for all pupils.
- Monitor, evaluate and review classroom practice and promote teacher development, challenging underperformance where necessary.
- Plan and maintain a rich, relevant, rigorous curriculum that underpins teaching and learning and ensures effective learning for all children.
- Demonstrate and articulate high expectations and set appropriate targets for the school.
- Ensure a consistent and continuous focus on pupils' achievement, using data and benchmarks to monitor attainment and progress in every child's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Encourage creativity, innovation, and the appropriate use of technology.
- Maintain strategies which secure high standards of behaviour and attendance.

Managing the school:

- Set a climate of high performance within the school where each individual member of the team is encouraged, supported, and developed to deliver the best results for pupils.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school and trust.
- Implement successful performance management and appraisal processes with all staff, in line with trust policy, to enable continuous evaluation of performance and continuous development for all.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that all the facilities always provide a safe, clean, and welcoming environment for pupils, staff, parents, and other visitors.
- Attend to the well-being of all staff and oneself through example and exercising of duty of care.
- Build, remodel and maintain organisational structures and systems, which distribute leadership and enable the school to run effectively and efficiently on a day-to-day basis.
- Act on outcomes of school self-evaluation, evaluation of the trust education team and external sources to drive continuous school improvement.

Finance, accountability, and governance:

- Be accountable for financial performance and ensure that all trust financial processes are followed in a timely manner and in line with the expectations outlined in the Academies Financial Handbook.
- Advise the Governing Body of the school and trust annual priorities and oversee the production of the annual budget and financial strategy for approval.
- Deploy resources for the maximum benefit of all pupils.
- Provide a clear and accurate account of the school's performance to the Governing Body and all other audiences including, but not limited to, parents/carers and OFSTED.
- Ensure compliance with child protection, safeguarding, health and safety and other statutory requirements.
- Ensure that all those who have specific responsibilities regarding the operation of the school, in any aspect of teaching and learning, are clear that legal compliance and safeguarding are their responsibilities.

Trust, parent, and community engagement:

- Collaborate with NPAT Headteachers and Central Team to implement the trust school improvement priorities and deliver the vision of 'educational excellence, creating opportunities and enriching lives.'

- Lead and encourage strong working links across the trust and maintain positive links with the local community.
- Support the delivery of shared curriculum, resources, and initiatives across the trust.
- Uphold the NPAT vision in all aspects of school life, promoting the understanding of one trust, many sites.
- Positively lead and actively participate in all trust-agreed projects and initiatives.
- Promote the values of the trust across the school and wider community.
- Provide support to fellow Heads, encouraging a culture of challenge and support across the trust.
- Create and maintain an effective partnership with parents and carers to support and improve children's achievement and personal development.
- Actively promote parental engagement in the learning, progress, and welfare of their children through effective communication and support.
- Ensure that the successes of the school are shared with the community to reinforce its position at the heart of the community.
- Co-operate and work with relevant agencies to protect children.
- Have an understanding of working within a range of socio-economic communities and the challenges that doing so brings to the role.

Safeguarding:

Northampton Primary Academy Trust (NPAT) is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors, and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including the right to work in the UK, a health check, an enhanced DBS check and satisfactory references.

The Headteacher will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for safeguarding.

Other duties:

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Headteacher Person Specification

Attributes	Essentials	Desirable
Qualifications/Training		
Education	Qualified teacher status	A degree or equivalent. Higher degree qualification, post graduate courses. Recognised management qualification
Professional development	Evidence of sustained participation in CPD, especially school management programme or in the process of similar	Participation in work with other schools/agencies. Experience of leading CPD activities for others. Completion of NPQH/LPSH
Experience		
Teaching	Substantial classroom teaching experience with primary aged children. Experience of whole school leadership and sustained improvement	Evidence of leadership across the school age range within the last three years. Experience of leading significant curriculum development to implementation. Experience of monitoring and evaluating teaching. Experience of implementing strategies to promote educational inclusion and deliver PHSE development
Management responsibility	Experience as an effective senior manager/deputy head in a large school, or as a Head	Experience of school leadership and management during a period of change. Recent experience of Ofsted inspection and follow up

Resources	Experience of managing and leading staff. Experience of managing teaching and learning resources. Awareness of how to set a school budget and manage facilities	Experience of managing and leading performance management of colleagues
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Knowledge and understanding		
National framework	Knowledge of education and other relevant legislation. Ofsted awareness. Knowledge of current developments in Education and the implications of these. Understanding how to conduct appraisals	
Teaching and Learning	Practical understanding of high-quality teaching and learning strategies. Understanding of actions taken to promote harmony and prepare pupils to live in a diverse society. Practical understanding of writing and implementing the IEPs. Understanding of Citizenship and PSHE	Knowledge and understanding of issues and strategies for developing the more able child
Standards	Knowledge and understanding of the use of SIP to raise standards. Awareness of strategies to raise pupil achievement and manage behaviour. Understanding of the positive use of target setting in raising standards of achievement.	Knowledge, understanding and experience of financial management Experience of Unit Provision and SEN code of practice

National Curriculum	Understanding of planning the National Curriculum, including assessment, recording, and reporting	Experience of planning an effective curriculum across the primary age range
Parents and communities	Understanding the role that can be played by parents and the community as a whole in raising standards Experience of dealing with safeguarding issues.	Experience of working directly with parents and others to raise standards and involvement with the wider and local community.
Governance	Knowledge of the role of governors. First-hand experience of work with governors. A commitment to work with the governing body	Experience as a school governor in a school with primary aged children

Skills		
Leadership	Ability to lead and provide clear vision. Incisive and strategic thinker. Able to motivate pupils and staff. Ability to delegate responsibility, set high standards and provide a focus for improvement Personal impact and presence.	

How to Apply:

Your application form should be completed with reference to the job description and person specification. Please support your application with a covering letter of no more than 1000 words detailing your personal qualities and attributes that will help our vision at Abington Vale Primary School. All completed application forms and covering letters should be submitted to recruitment@npatschools.org or by post, marked for the attention of Mark Rapps to:

Northampton Primary Academy Trust,
Bushland Road
Northampton
NN3 2NS

Closing date: Wednesday 26th March 2025 at 9 am

Interview / assessment date: Tuesday 1st April 2025

School Visits: If this sounds like an opportunity for you, please contact Laura Cichuta at Abington Vale Primary School on 01604 635071 to discuss further and arrange a time to visit the school.

Contact us

NPAT Main Office
Headlands Primary School

Bushland Road
Northampton
NN3 2NS

Email:
recruitment@NPATschools.org

