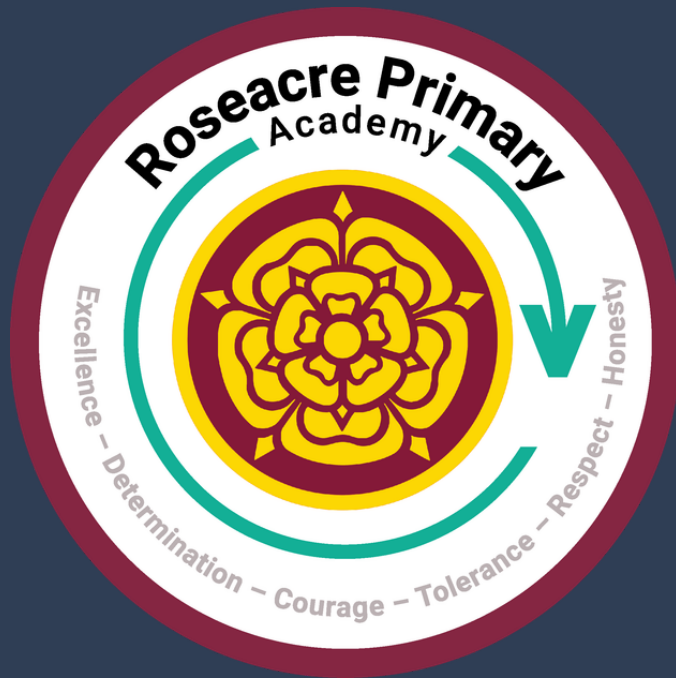




Recruitment Pack

Headteacher

August 2026



A WELCOME FROM THE CEO OF THE ATC MULTI ACADEMY TRUST



Thank you for your interest in the position of Headteacher at Roseacre Primary Academy & Nursery, Blackpool

This is an exciting opportunity to lead Roseacre Primary Academy & Nursery and to build on the school's strengths as it enters its next chapter. We are looking for an inspirational leader with a successful track record who believes that every child, irrespective of their background, deserves an exceptional education.

As part of Achievement through Collaboration (AtC), you will benefit from being part of a strong and supportive family of schools. We believe schools achieve more by working together, embracing innovation and sharing expertise to create better opportunities for our pupils and staff.

Our Trust values of **Achieve**, **Belong** and **Collaborate** underpin everything we do. These values work alongside Roseacre's own values of **Respect**, **Excellence**, **Determination**, **Tolerance**, **Courage** and **Honesty**, which shape the school's work, culture and community.

Roseacre serves a community with great potential and is located in Blackpool, one of the Government's current priority areas for improving outcomes for disadvantaged children. This presents a unique opportunity for a leader who wants to make a genuine and lasting difference. We are therefore seeking a dynamic and compassionate Headteacher who will work alongside the Trust, trustees, local governors, staff and families to raise aspirations, open doors and ensure every child achieves, belongs and thrives.

If you are a value led leader with a proven track record of raising standards, inspiring others and building an inclusive culture of high expectations, we would be delighted to hear from you.

Jane Chambers CEO



Welcome from our Chair of Trustees

Dear Prospective Applicant,

Thank you for your interest in the position of Headteacher at Roseacre Primary Academy & Nursery.

On behalf of the Trustees at Achievement through Collaboration Trust, I am delighted that you are considering this exciting opportunity. Roseacre is a valued member of our Trust and an important part of the local community. We are committed to providing every child with an excellent education, enabling them to achieve their potential and preparing them for the future.

We are looking for an inspirational and ambitious leader who shares our belief that education has the power to transform lives. As Headteacher, you will build on the school's strengths, work closely with colleagues across the Trust and lead a dedicated team to ensure every child thrives. You will have the full support of the Trust, Trustees and local governing committee as you shape the next chapter of Roseacre's journey.

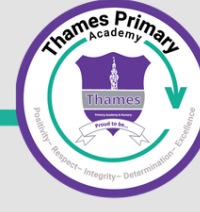
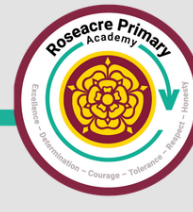
Achievement through Collaboration is founded on the belief that schools are stronger when they work together. Our Trust values of Achieve, Belong and Collaborate underpin everything we do, creating a culture where leaders are supported, expertise is shared and children remain at the heart of every decision.

Roseacre serves a community with great potential in Blackpool, and we believe this is a unique opportunity for an exceptional leader to make a lasting difference to the lives of children, families and the wider community.

Thank you for considering joining our Trust. We look forward to receiving your application and learning more about the vision, experience and passion you could bring to Roseacre Primary Academy & Nursery.

Yours faithfully,

Ruth Rule Mullen
Chair of Trustees



INFORMATION FOR CANDIDATES ABOUT THE SCHOOL



Roseacre Primary Academy & Nursery is a large, vibrant primary school serving children aged 3 to 11 in the South Shore area of Blackpool.

With around 540 pupils, including a thriving nursery, Roseacre is a welcoming and inclusive school where every child is known, valued and encouraged to achieve their very best. Our size enables us to offer a broad and enriching curriculum alongside a wide range of opportunities that support pupils' academic, personal and social development.

Our school is underpinned by the values of Respect, Excellence, Determination, Tolerance, Courage and Honesty. These values shape our culture and are reflected in our relationships, our expectations and our commitment to helping every child become a confident, caring and successful learner.

Roseacre is situated in Blackpool, a town with significant ambition for its children and young people. As one of the Government's priority areas for improving outcomes for disadvantaged children, there is a shared commitment across education, local partners and the wider community to ensure every child has the opportunity to succeed. We are proud to play a central role in that mission by providing high-quality education, nurturing aspirations and removing barriers to learning.

SCHOOL INFORMATION

Age range:
3–11 years

Number on roll:
Approximately 540 pupils
(including Nursery)

Academy status:
Academy Converter

Part of Achievement through
Collaboration since:
1 December 2018

Local Authority:
Blackpool

PUPIL PROFILE

Pupil Premium54%

Free School Meal
eligibility41%

English as an
Additional Language
(EAL)3%

Pupils with SEND
(SEN Support/EHCP)Approximately
12%

LATEST PUBLISHED KEY STAGE 2 OUTCOMES

KEY STAGE 2 OUTCOMES
(LATEST PUBLISHED)

	ROSEACRE	BLACKPOOL	ENGLAND
Expected standard in Reading, Writing & Maths (combined)	57%	55%	62%
Higher standard in Reading, Writing & Maths (combined)	1%	4%	8%

INFORMATION FOR CANDIDATES ABOUT THE TRUST



Achievement through Collaboration is a strong Trust of six great schools that serve very diverse communities.

At AtC we Achieve - we ensure all children have the knowledge, skills and character to shape future success for themselves and their world.

- Achievement means we place value on fully developing each child's potential, recognising and valuing all learning. We are inclusive and strive for equity for every child.
- Achievement means that our pupils, enabled through powerful knowledge and empowered through transformational competencies, are equipped to overcome any barrier to a successful future.
- Achievement means our pupils are prepared for life in modern Britain, that they lead fulfilling lives and remain lifelong learners

At AtC we Belong - we are individual schools united through common purpose and shared values.

- Valuing the identities, heritage and cultures of each of our children, adults and schools builds a culture of belonging where individuals and groups flourish and contribute to each other's successful future.
- Our values and purpose, codify how we work together. They ensure that schools retain the individuality to serve their different communities whilst also demonstrating that they work in trust with the other members of Achievement through Collaboration.
- Those who lead and govern communicate the Trust's values and purpose through their service to schools and their communities.
- Their behavioural norms define what it is to belong to Achievement through Collaboration.

At AtC we Collaborate - we share good practice, support schools and provide opportunities for children, staff and our communities.

- Collaboration is built upon nurturing, respectful relationships with each other and the environment that puts children first; every child no matter what background, no matter what barriers.
- Through collaboration we mobilise the best research and evidence to focus relentlessly on knowledge-building so that every staff member in every school is as good as they can be in what they do and how they do it.
- Effective collaboration draws upon the diversity within the trust to overcome the barriers of bias, stereotype and discrimination, building cohesive communities

INFORMATION FOR CANDIDATES



Our Values

All members of AtC are expected to display our values. Our values are the golden thread woven through our service to our pupils, our communities and each other.



All staff at Achievement through collaboration Trust act with **respect** and **integrity**; they take their duty to serve their schools and communities seriously, collaborating with each other so that all achievement is recognised and everyone can thrive.

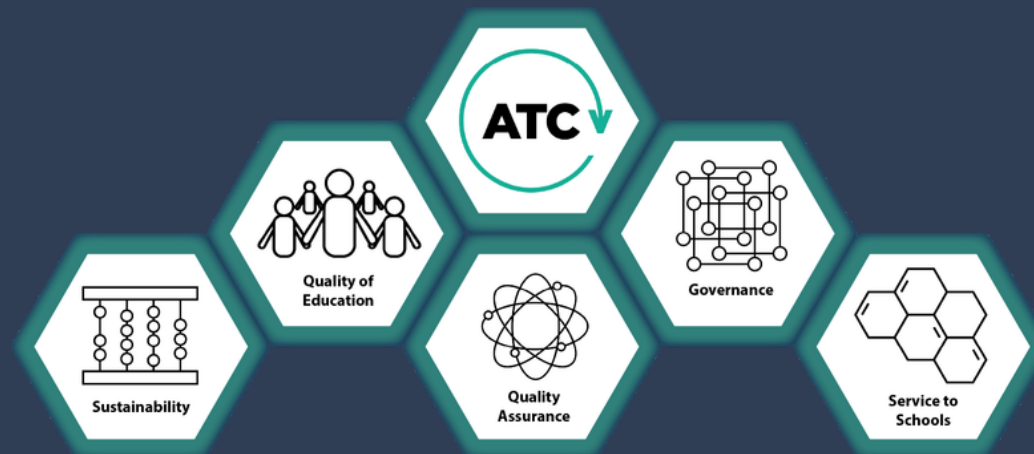
Innovation and **aspiration** inform our constant drive to improve; our staff are forward thinking and courageous, they have high ambitions for our pupils and are **resilient** in overcoming any barriers that may prevent those ambitions from being met.

Nurturing relationships enable and empower our staff to be tenacious in ensuring equity for all.

Our Strategic Plan

The objectives of our strategic plan encompass our following strategies:

- Quality of Education
- Governance
- Service to School
- Quality Assurance
- Sustainability



JOB DESCRIPTION:

Headteacher

Grade/Salary Scale: L20 (£85,547) to L26 (£99,086) per year - FTE

Reporting to: Chief Executive Officer

Start date: January 2027

Contract: Permanent

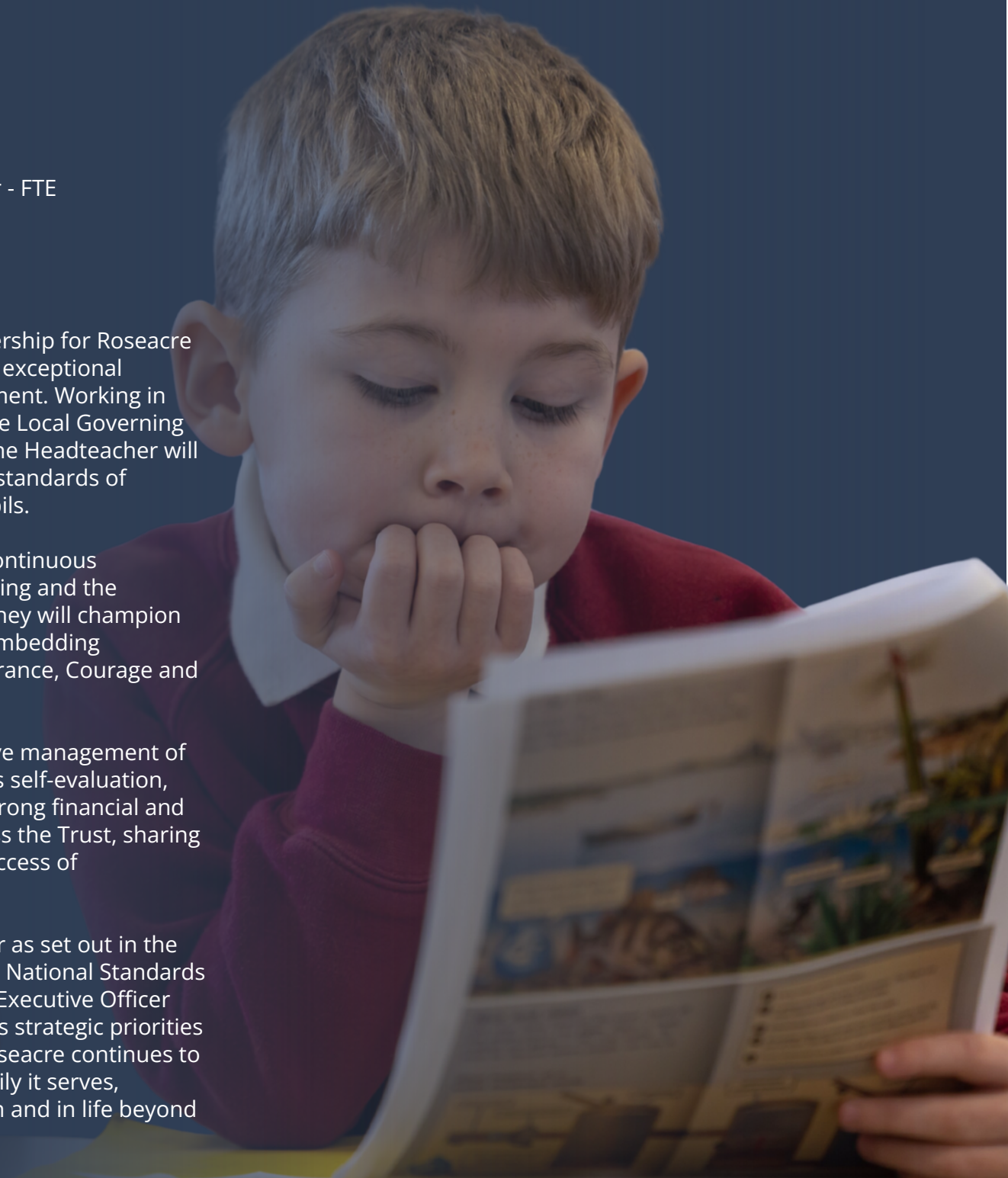
Job Purpose:

The Headteacher will provide inspirational and strategic leadership for Roseacre Primary Academy & Nursery, ensuring every child receives an exceptional education in a safe, inclusive and ambitious learning environment. Working in partnership with Achievement through Collaboration (AtC), the Local Governing Committee, staff, pupils, parents and the wider community, the Headteacher will lead the continued development of the school, securing high standards of achievement, personal development and wellbeing for all pupils.

The postholder will promote a culture of high expectations, continuous improvement and collaboration, ensuring that teaching, learning and the curriculum enable every child to achieve their full potential. They will champion the Trust's values of Achieve, Belong and Collaborate, while embedding Roseacre's values of Respect, Excellence, Determination, Tolerance, Courage and Honesty throughout the life of the school.

The Headteacher will provide vales led leadership and effective management of the school, driving sustainable improvement through rigorous self-evaluation, quality assurance, effective performance management and strong financial and organisational leadership. They will work collaboratively across the Trust, sharing expertise, developing others and contributing to the wider success of Achievement through Collaboration.

The successful candidate will fulfil the duties of a Headteacher as set out in the School Teachers' Pay and Conditions Document and meet the National Standards of Excellence for Headteachers. They will work with the Chief Executive Officer Local Governors and the wider exec team to deliver the Trust's strategic priorities and achieve agreed performance objectives, ensuring that Roseacre continues to strengthen outcomes and open doors for every child and family it serves, preparing every pupil to thrive in their next stage of education and in life beyond school.



JOB DESCRIPTION:

Headteacher

MAIN PURPOSE OF THE ROLE

Headteacher Standards

- DfE Headteacher Standards 2020

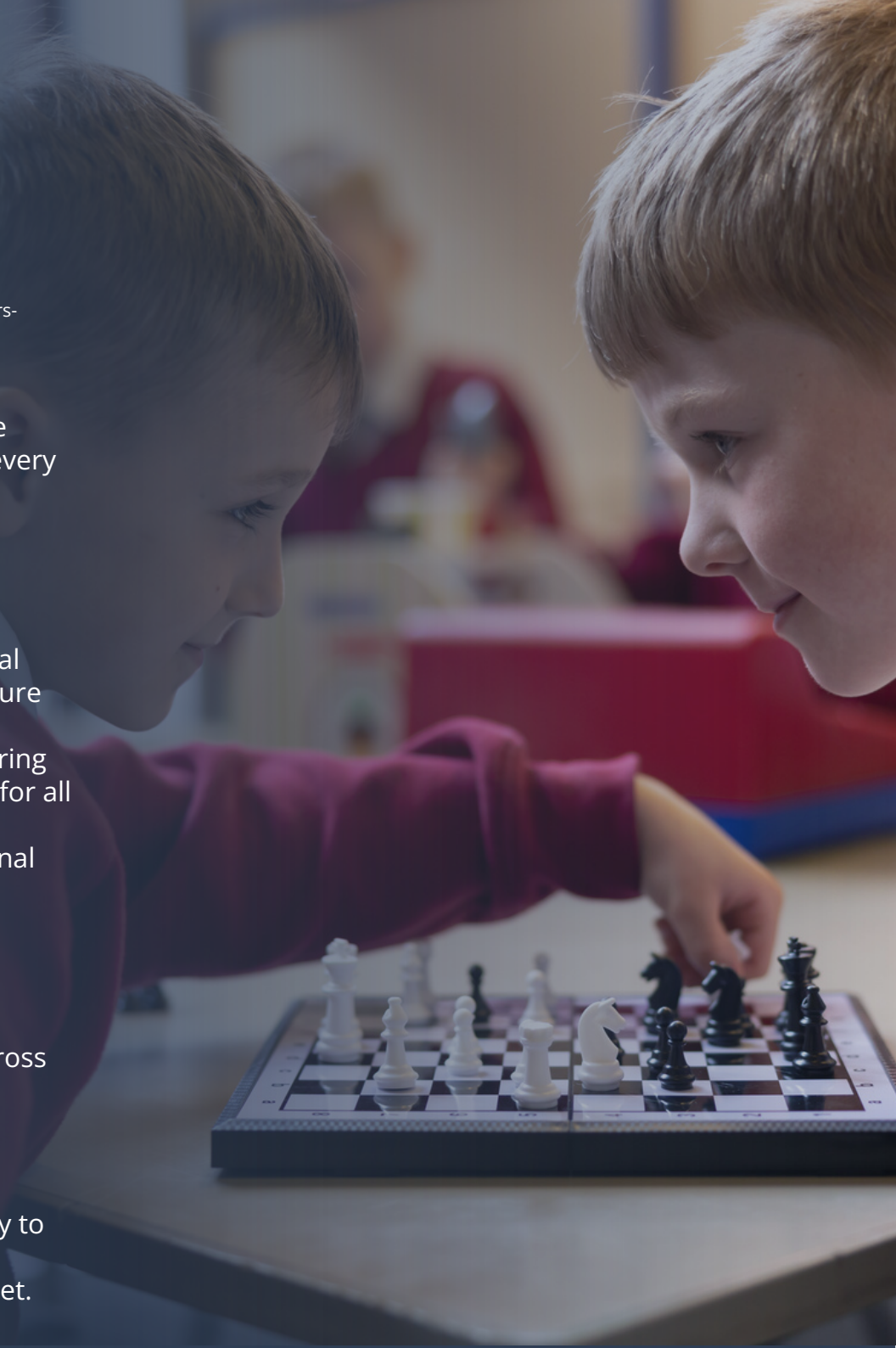
(<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020>)

Strategic Leadership

- Provide inspirational, visible and values-driven leadership for Roseacre Primary Academy & Nursery, promoting the highest expectations for every pupil and member of staff.
- Lead the strategic direction of the school, ensuring a clear vision that reflects the Trust's values of Achieve, Belong and Collaborate and Roseacre's values of Respect, Excellence, Determination, Tolerance, Courage and Honesty.
- Work in partnership with the Chief Executive Officer, Trustees and Local Governing Committee to deliver the Trust's strategic priorities and secure continuous school improvement.
- Lead rigorous self-evaluation and school improvement planning, ensuring priorities are evidence-informed and focused on improving outcomes for all pupils.
- Foster a culture of collaboration, innovation and continuous professional learning across the school and the wider Trust.

Quality of Education

- Lead the development of an ambitious, inclusive and knowledge-rich curriculum that enables every child to achieve their full potential.
- Secure consistently high-quality teaching, learning and assessment across the school.
- Monitor and evaluate pupil progress, achievement and attendance, ensuring timely intervention and high expectations for every learner.
- Promote high standards of behaviour, personal development and wellbeing, creating a culture where children feel safe, valued and ready to learn.
- Ensure statutory curriculum and assessment requirements are fully met.



JOB DESCRIPTION:

Headteacher

MAIN PURPOSE OF THE ROLE

Leadership of People

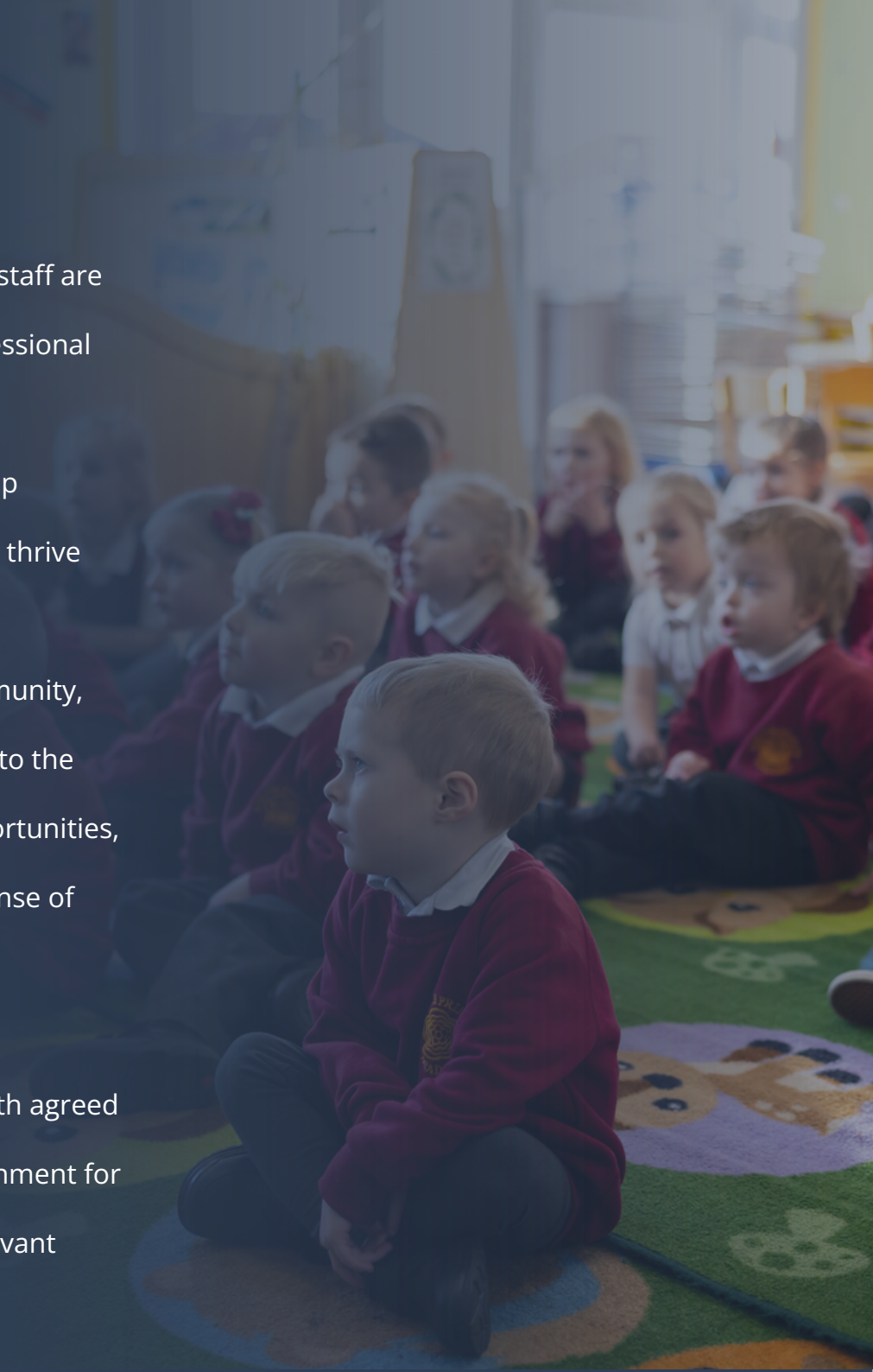
- Build and sustain a positive, inclusive and high-performing culture where staff are supported, valued and empowered to excel.
- Recruit, develop and retain high-quality staff, promoting continuous professional development and leadership at all levels.
- Lead effective performance management arrangements that support accountability, professional growth and improved outcomes.
- Develop leadership capacity across the school and contribute to leadership development across Achievement through Collaboration.
- Promote staff wellbeing and create an environment where colleagues can thrive professionally.

Community and Partnerships

- Build strong relationships with pupils, parents, carers and the wider community, ensuring they are active partners in the life of the school.
- Represent Roseacre positively within the local community and contribute to the wider work of Achievement through Collaboration.
- Work collaboratively with external agencies and partners to improve opportunities, remove barriers to learning and secure the best outcomes for children.
- Champion inclusion, equality and diversity, ensuring every child feels a sense of belonging and is able to flourish.

Resources, Finance and Operations

- Provide effective leadership of the school's financial, physical and human resources, ensuring sustainability, value for money and compliance.
- Work with the Trust to develop and manage the school's budget in line with agreed priorities.
- Ensure that the school site provides a safe, secure and stimulating environment for pupils, staff and visitors.
- Ensure compliance with all statutory requirements, Trust policies and relevant legislation.



JOB DESCRIPTION:

Headteacher

CORE RESPONSIBILITIES & TASKS

Accountability and Governance

- Be accountable for the educational performance and operational effectiveness of the school.
- Provide accurate and timely reports to the CEO, Trustees and Local Governing Committee on school performance, improvement priorities and strategic developments.
- Ensure effective systems of quality assurance, monitoring and evaluation are in place.
- Maintain productive relationships with inspectors, regulators and external partners.
- Fulfil the statutory duties of a Headteacher as set out in the School Teachers' Pay and Conditions Document and the National Standards of Excellence for Headteachers.

Safeguarding and Inclusion

- Provide strategic leadership for safeguarding, ensuring that the welfare of children is paramount in all aspects of school life.
- Ensure robust safeguarding, child protection, safer recruitment and attendance procedures are fully implemented and embedded.
- Promote a culture where safeguarding is everyone's responsibility and concerns are acted upon promptly and effectively.
- Ensure the school remains fully inclusive, meeting the needs of all pupils, particularly those who are disadvantaged, vulnerable or have additional needs.

Additional:

- We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.
- Collectively, we share and co-develop best practice for the benefit of all our academies.
- We promote the employment of people with disabilities and will make adjustments considered reasonable to the above duties.
- You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings.
- This job description is not an exhaustive list of duties, and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.



JOB DESCRIPTION:

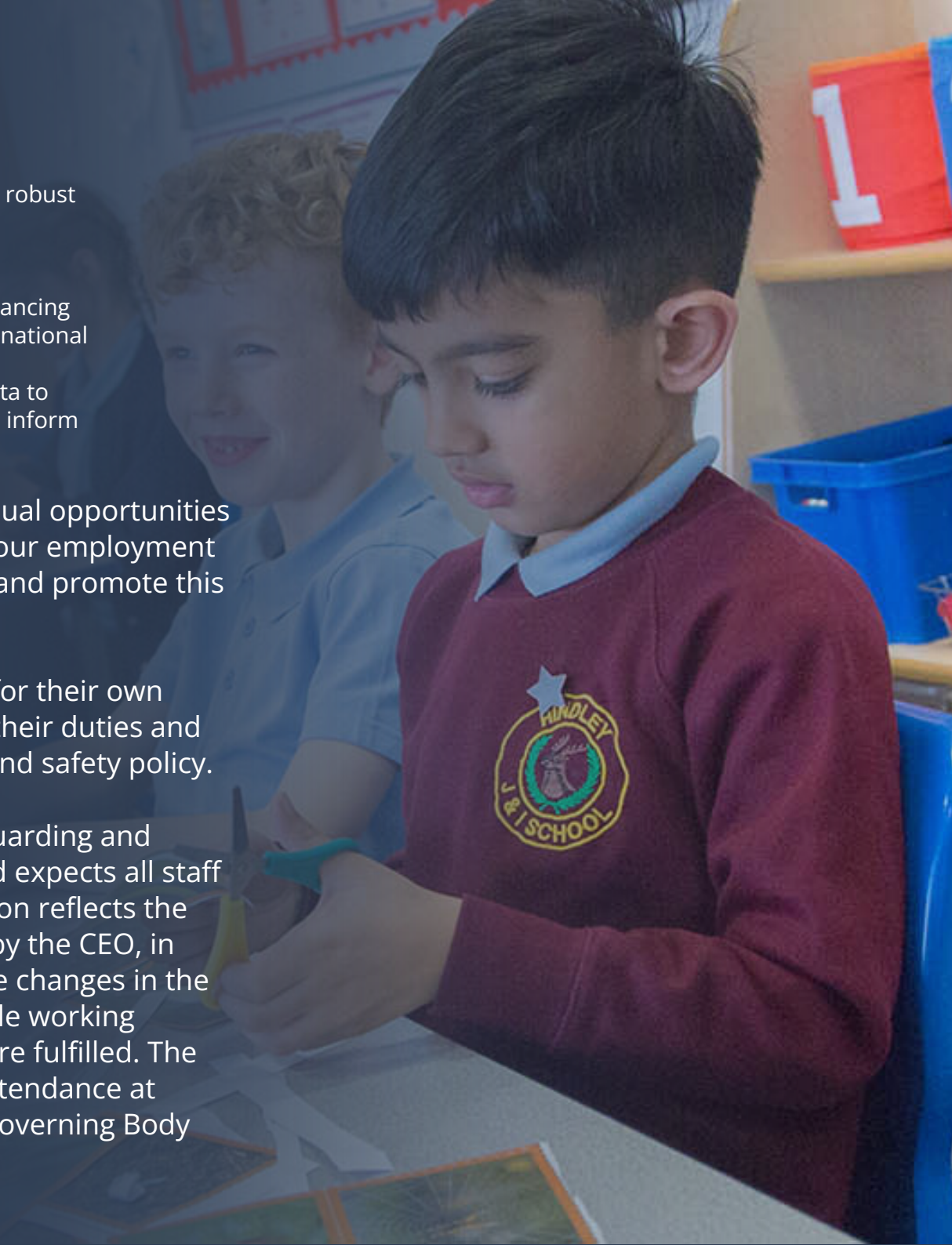
Headteacher

- Ensuring that the school's safeguarding policies and procedures are robust and effectively implemented.
- Contribute to creating a culture of vigilance and promoting a safe environment where all students feel protected and supported.
- Curriculum review and development: Assisting in reviewing and enhancing curriculum design to ensure alignment with learning objectives and national standards.
- Data analysis and interpretation: Analysing student performance data to identify trends, patterns, and areas of concern, providing insights to inform decision-making

Equal opportunities We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment AtC is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The description reflects the position at the present time only and may be modified by the CEO, in consultation with the post holder, to reflect or anticipate changes in the job, commensurate with the salary and job title. A flexible working pattern is needed to ensure that all relevant functions are fulfilled. The post holders role involves work on different sites and attendance at board and committee meetings, including some Local Governing Body Meetings.



PERSON SPECIFICATION:

About you

We are seeking an inspirational and compassionate Headteacher who can build on Roseacre's strengths, lead with purpose and work collaboratively to shape the academy's next chapter.

We are looking for a leader who will:

- **Achieve** – set high expectations for every pupil, secure excellent outcomes and ensure every child is prepared to thrive in their next stage of education and life.
- **Belong** – create an inclusive and welcoming culture where every child, family and colleague feels valued, respected and able to thrive.
- **Collaborate** – work openly and positively with staff, governors, families, the Trust and other schools, sharing expertise and building capacity across the wider AtC family.

You will bring a strong track record of educational leadership, the ability to inspire and develop others, and a commitment to continuous improvement. You will be an ambitious and thoughtful leader who embraces innovation, builds strong relationships and understands the difference that excellent leadership can make to children, families and communities. For full details of the experience, knowledge, skills and personal qualities we are seeking, please see the full Person Specification within the job advert.



HOW TO APPLY

Use of Artificial Intelligence (AI) in Applications

We recognise that AI tools are increasingly being used to support job applications. Whilst you are welcome to use these tools to help structure or refine your application, we are particularly interested in hearing your own voice. Please ensure your application reflects your personal experiences, achievements and leadership impact, using authentic examples that demonstrate your suitability for the role. During the selection process, candidates will be expected to discuss their application and provide evidence of their experience and expertise.



CLICK HERE TO APPLY NOW

If you would like to enquire about the role please contact:

Tracy Harrison DCEO email: tharrison@atctrust.org.uk Please note, it is the policy of AtC Trust to contact shortlisted candidates only.

Key Dates

Closing Date: 9am Monday 14th September 2026

Interviews: to be confirmed

Trust Head Office

Units 11&12, South Preston Office Village, Cuerden Way,
Bamber Bridge PR5 6BL
Email: rkausar@atctrust.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk

Achievement Through Collaboration Trust: www.atctrust.org.uk



ABOUT ACHIEVEMENT THROUGH COLLABORATION MULTI-ACADEMY TRUST



Our approach is based on integrity, avoiding the common pitfalls and prioritising the needs of the pupils in every member academy and the communities we serve. We aim to empower our member schools with earned autonomy – giving Governors and school leaders the support they require to shape their school, whilst standards remain high. We share proven methods amongst our members, and provide support when standards fall below the thresholds set. Our focus always remains on the well-being of every pupil, and their contribution to the community. We will help you to develop the full potential of your pupils and staff, and create a unique pupil offer with local relevance.

Bowland High Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils.

Roseacre Primary Academy Roseacre Primary Academy foster a shared vision of "Excellence for All – Excellence from All", encouraging every child and adult to give their best and to expect the best in return. The ethos of the academy is evident as you walk around the school, take in the displays, soak up the atmosphere and speak to children and staff.

Thames Primary Academy & Nursery Thames Primary Academy take pride in developing outstanding teaching and learning by holding the highest expectations of all pupils and knowing the children well. Thames Primary challenge all children to strive for academic, creative, sporting and personal accomplishment within a broad, vibrant and enriched curriculum.

Witton Park Academy Witton Park is for children aged 11–16. It is within the boundary of Witton Country Park, to the west of Blackburn. Our ultra-modern school building allows our pupils to flourish.

Community First Academy Trust (Joined 01 February 2025) bringing Plat Bridge Community School & Nursery, Kingsbridge EIP SCITT and two trading companies CFAT Facilities Ltd and CFAT Superheroes Ltd

Hindey Junior & Infant School (Joined 01 May 2026) who live by the values of, "Believe and Achieve," creating a safe, inclusive and inspiring environment where every child is valued, supported and empowered to reach their full potential because we believe that "behind every young child who believes in themselves is an adult who believed first."



AtC Trust

Unit 11/12, South Preston Village,
Cuerden Way, Bamber Bridge
Preston PR5 6BL

Telephone: 01254 686178
Email: info@atctrust.org.uk

