

Cherry Burton Church of England VC Primary School

HEADTEACHER RECRUITMENT PACK



Cherry Burton Church of England VC Primary School

Roots to Grow, Wings to Fly

Dear Applicant,

Thank you for your interest in becoming the next Headteacher of Cherry Burton Church of England Primary School.

On behalf of the Governing Body, I am delighted to introduce you to our school and to what we believe is a particularly exciting leadership opportunity.

We are looking for an experienced Headteacher with the strategic capability to take our school forward and the wisdom to understand what makes it special. This is an opportunity to lead an ambitious, inclusive Church of England primary school with strong foundations, a highly committed team and a community that cares deeply about its school.

Inclusion is at the heart of Cherry Burton. Guided by our Christian vision and values, we want every child and adult to be known, valued and able to flourish. Our approach combines high expectations with strong relationships, nurture and an understanding of the individual. This commitment was recognised through our Nurture UK accreditation in 2022 and reaccreditation in 2025.

An important part of our distinctive provision is The Ark, our Enhanced Resource Provision for 8 pupils with autism, which opened in 2023. The Ark has become an integral part of our school, strengthening inclusive practice across both specialist and mainstream provision. Our work has continued to develop, including SEND outreach, enabling our expertise to support children, colleagues and schools beyond Cherry Burton.

We have recently secured funding through the Inclusion Adjustment Capital Scheme (ISACS) to further strengthen our inclusive provision through the creation of The Olive Branch. Designed as a calm, low-arousal learning environment, The Olive Branch will provide a purposeful bridge between mainstream classrooms and the specialist support available within The Ark. It will offer targeted pupils' short-term access to a space where they can regulate, continue learning and successfully reintegrate into their class, helping to remove barriers to participation whilst maintaining a strong commitment to inclusion. The provision reflects our belief that specialist support should be brought closer to children within their school community, ensuring pupils remain connected to their peers, their learning and a sense of belonging.

The Olive Branch represents a natural next step in Cherry Burton's inclusive journey, building on the success of The Ark and our National Nurturing Schools Award. Together, these developments position the school as a leading example of inclusive practice and create exciting opportunities for our next Headteacher to further develop provision that enables every child to thrive. We believe there is exciting potential for our next Headteacher to build on this expertise and strengthen Cherry Burton's contribution to the wider education community.

As a Church of England school, our Christian vision is fundamental to who we are. We were delighted to receive an Excellent SIAMS judgement in 2024, and our relationships with the local church, parish, Diocese and wider community remain an important part of school life.

The school was also inspected by Ofsted in September 2026 but the final report has not yet been published. We look forward to sharing it once it is publicly available.

Our next Headteacher will inherit a school with considerable strengths, but we are not looking for someone simply to maintain them. We want an experienced, thoughtful and ambitious leader who can look ahead, recognise new opportunities and work with governors, staff, pupils and our community to shape Cherry Burton's future.

Our staff are central to that future. We value professional learning, invest in leadership development and draw on research and evidence to improve our practice.

We are equally proud of our place at the heart of our village. We want our Headteacher to be visible, approachable and genuinely interested in people: someone who values relationships with children, families, staff, governors, our churches and community, and who enjoys being part of the everyday life of a school.

Above all, we are looking for a leader who combines ambition with humility, courage with compassion and high expectations with genuine empathy. Someone with the experience to know what excellent leadership looks like, the vision to see what is possible and the humanity to bring others with them. We are proud of what has already been achieved, but this appointment is very much about what comes next.

Thank you for taking the time to find out more about our wonderful school and this exciting role. I hope that as you read the rest of this pack, you begin to see not only the role we are offering, but the school and community you could become part of.

Yours Sincerely

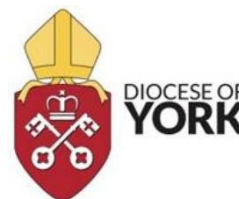
Christine Bennison

Chair of Governors

York Diocese

Leaders and staff work with York Diocese to develop a shared understanding of Spirituality and how this can be woven into the school's provision.

York Diocesan Board of Education supports 122 Church of England schools and academies in the area from the Humber to the Tees. We have a dedicated team of professionals who offer a wide range of expertise and can help schools access further assistance.



The Education team aims to:

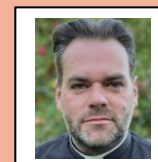
- Be available as a 'one-stop shop' for pastoral and professional support;
- Work with a range of agencies to promote school improvement;
- Promote excellence and Christian distinctiveness;
- Provide and facilitate professional development and governor training;
- Help schools and academies network, collaborate together and share best practice;
- Offer a Total Property Management scheme in association with DBE Services Ltd;
- Guide schools on matters concerning trusts;
- Work with schools exploring Academy conversion;
- Involvement in recruitment processes for new Headteachers/Heads of School;
- Support Headteacher appraisal;
- Represent Church of England education to the wider church community and more widely to the public;
- Maintain contact with the local authorities and the Regional Directors at the DfE.

The Rt Revd Barry Hill, Bishop of Whitby and Chair of the Diocesan Board of Education, said:

"Supporting children and young people to be all they are called to be is at the heart of who we are as the Diocese of York.

Together with the Church of England as a whole, it is a vision for education which is deeply Christian, with Jesus' promise of 'life in all its fullness' at its heart, and as such is for the common good of the whole community. It is a holistic vision, where education, like the faith in which it is rooted, is about wisdom, knowledge and skills, but also about hope and aspiration, about how we live well together in community with dignity and respect for all.

Of course, a vision this encompassing is only possible by working in partnership, both between teachers, staff, trusts and governors, and in developing ever closer links between schools, churches and households. By working closely together we can achieve far more than apart. I am delighted that you are considering applying to be a Headteacher in the Diocese and know that, if appointed, you will join the diocesan family of schools dedicated to supporting you as you lead deeper into this vision so that together all our schools and communities can be places where the love of God is reflected through all we are."



Mari Palmer, Diocesan Director of Education, said:

"As a diocese, we are here to help celebrate and strengthen the Christian ethos in our schools. We understand that each school is unique and our aim is to get to know our schools on an individual basis in order to foster the local parish and community links as far as possible.

As such, our Education Team offers a range of support to our Headteachers from both a school distinctiveness and effectiveness point of view, as well as providing a range of training and development opportunities for staff and governors to access over the course of each year. In a rapidly changing educational landscape, we are more and more involved in wider school development, particularly as schools change from one school status to another.

I do hope that you feel able to apply for the position and we would look forward to welcoming you as part of our diocesan family here in the Diocese of York".



Headteacher Cherry Burton C of E Primary School

Start Date: 5th April 2027

Salary Range: L16-L22*

NOR 208

Headteacher Opportunity

Are you an established Primary Headteacher looking for your next systemic leadership challenge?

The Governing Body of Cherry Burton School is seeking an experienced, strategic and deeply human Headteacher to guide our unique school community into its next chapter of excellence. Maintained by East Riding, we are a vibrant mainstream primary school proudly featuring an established Educational Resource Provision (ERP) and a newly launched, fully operational SEND Outreach Service.

This is not a standard school management role. It is an opportunity to lead a flagship inclusion hub that shapes educational practices across the wider region and also recognises and meets the White Paper agenda. This appointment is as much about what comes next as what has already been achieved.

Why choose us?

- An innovative portfolio- Lead a multi-faceted provision where mainstream excellence combines with specialist primary care and local authority-wide outreach.
- Operational stability- Step into an already up and running outreach service. You will inherit a fully staffed team of passionate SEND specialists and a dedicated coordinator, allowing you to focus on strategic strengthening and developing rather than building from scratch.
- Strong governance and infrastructure-Benefit from a highly supportive, strategically minded governing board and an experienced School Business Manager who protects your time from operational logistics.

The ideal candidate

You are already a successful, practising Headteacher with a proven track record of sustaining high standards and a deep authentic commitment to inclusive education. You understand the complexities of SEND funding frameworks, possess the emotional intelligence to manage diverse stakeholder relationships across the Local Authority and possess the strategic vision to scale our outreach impact.

**This reflects the enhanced responsibilities associated with leading a school recognised for its inclusive practice, including oversight of The Ark ERP, the development of The Olive Branch provision, and the continued growth of Cherry Burton's SEND, nurture and outreach offer.*

Community and Presence

At Cherry Burton, we are proud of our place at the heart of a close-knit village community. We are looking for a Headteacher who:

- Is eager to personally engage with parents, churches, parishes and community groups
- Finds energy and inspiration in building meaningful relationships
- Is committed to being a visible, approachable presence, representing the school with pride within the wider community

We want our Headteacher to help us to imagine what Cherry Burton can become and then have the experience, courage and strategic skills to take us there.

Come and lead a school where every child is known, every person matters and there is a genuine ambition for what comes next.

Join Us

To arrange a tour, please contact Tracey van den Ban - School Business Manager by email on cherryburton.primary@eastriding.gov.uk or by phone on 01964 550445 to arrange a mutually convenient date and time.

How to Apply: For a full application pack please visit East Riding of Yorkshire Council website – www.eastridingcouncil.jobs

Application Deadline-Closing date	Friday 13 th November 2026 (12pm midday)
Shortlisting	Wednesday 18 th November 2026
Interview Selections Days	Monday 30 th November and Tuesday 1 st December 2026
Start Date	Monday 5 th April 2027

Cherry Burton and surrounding villages



Cherry Burton is a village with a population of around 1,400, and the nearby villages of Etton, South Dalton, Lund, Lockington, Leconfield, and others, which add another 1,400 or more. We sit to the North of the town of Beverley (pictured left).

Cherry Burton is home to a vibrant church community, a welcoming pub, a sports field, a busy village hall, a variety of small businesses, including several farms and farming-related industries, and our Church of England Primary School.

The village features numerous local organisations that enrich community life, such as Cherry Burton Arts, The Village Show, The Friends of St. Michael's, the Sports Field Committee, uniformed groups, and Friends of Cherry Burton School.

The primary school maintains a close and active relationship with local community groups, particularly with St. Michael's Church and its Rector, Revd Richard. The school makes good use of the church's extensive facilities and ministries, including the Open Door Community Café. We also celebrate regular services throughout the year at the church, which we live-stream to parents and caregivers.

Overall, Cherry Burton is a welcoming and inclusive community that works together to support one another.

Children's Wishes collected by the pupil parliament

What we would like to see in our new Headteacher...

To be kind and caring.

To give us lots of
praise and recognize
when we've done well.

To be a good role
model and have good
manners

Lets us know they are
proud of us.

Is fair and
understanding.

Has a
humorous/playful side.

Greets pupils on the
playground in the
morning.

Goes around the
classes to say hello to
the pupils and checks
we are OK.

Won't change too
much at once.

Likes sports.

Listens to the pupils
and keeps things we
like about the school.

JOB DESCRIPTION

Headteacher of Cherry Burton C of E Primary School

Accountable to: The Governing Body

Responsible for: The strategic leadership, educational standards, safeguarding, people and resources of the school.

Purpose of the role

The Headteacher will provide ambitious, ethical and strategic leadership for Cherry Burton C of E Primary School, securing an excellent and inclusive education for every pupil and enabling children and adults to flourish.

Working in partnership with the Governing Body, the Headteacher will build on the school's existing strengths, sustain its distinctive Christian character and lead its next phase of development with the professional judgement to recognise what should be protected, what needs to change and when to act.

The Headteacher will provide strategic leadership across the school's mainstream and specialist provision, including The Ark and SEND outreach, and will be an influential and visible leader within the school, village and wider educational community.

This job description is informed by the Department for Education Headteachers' Standards and should be read alongside the Teachers' Standards and the statutory and professional responsibilities of headship.

1. Ethical and values-led leadership

The Headteacher will:

- model exemplary professional conduct, integrity, ethical leadership and the principles of public service;
- establish and sustain an ambitious, inclusive and respectful school culture in which every child and adult is known, valued and able to flourish;
- create high expectations for achievement, conduct and relationships, securing a calm, safe and positive environment for learning;
- make principled decisions in the best interests of pupils and build trust through openness, fairness and consistency.

2. Strategic vision and school improvement

The Headteacher will:

- work with governors and the school community to develop and communicate a compelling vision for Cherry Burton's next phase;
- secure sustainable improvement through rigorous self-evaluation, intelligent use of evidence and research, clear strategic priorities and effective implementation;
- understand the changing educational landscape, anticipate future challenges and opportunities and position the school confidently for its future;
- lead change thoughtfully and courageously, bringing people with them while preserving

the distinctive strengths, identity and values of the school.

3. Excellent education

The Headteacher will:

- secure an ambitious, coherent and inclusive curriculum, excellent teaching and effective assessment so that every pupil receives a high-quality education and achieves well;
- ensure strong curriculum and subject leadership, informed by evidence, professional expertise and high expectations;
- maintain high-quality provision across the full primary age range, including Early Years, ensuring pupils are well prepared for their next stage of education;
- promote pupils' achievement, character, wider development, wellbeing and love of learning.

4. Inclusion, SEND and The Ark

The Headteacher will:

- provide ambitious strategic leadership for inclusion, SEND, The Ark and the school's SEND outreach work, ensuring coherence between mainstream, specialist and outreach provision;
- ensure pupils with SEND, disadvantaged pupils and others facing barriers to learning receive an ambitious education, appropriate support and opportunities to thrive;
- ensure the school fulfils its statutory SEND responsibilities and works effectively with pupils, families, the Local Authority and other professionals;
- use the school's expertise in inclusive practice to contribute to improvement and capacity beyond Cherry Burton.

5. People, culture and professional growth

The Headteacher will:

- build a professional culture characterised by high expectations, trust, collaboration and collective responsibility;
- recruit, develop, empower and retain excellent staff, recognising expertise and building leadership capacity throughout the school;
- secure high-quality professional development, coaching and appropriate delegation so that professional learning translates into improved provision for pupils;
- provide appropriate support and challenge, holding people to account fairly while promoting staff wellbeing, sustainable workload and effective succession planning.

6. Safeguarding and wellbeing

The Headteacher will:

- place safeguarding and the welfare and best interests of children at the heart of leadership, decision making and the culture of the school;
- establish and maintain a strong and effective safeguarding culture, ensuring robust policies, systems, safer working practices and compliance with Keeping Children Safe in Education and other relevant statutory requirements;
- ensure that pupils and adults experience a safe, supportive and inclusive environment in

which safeguarding concerns are identified, reported, recorded and acted upon appropriately;

- ensure that safeguarding responsibilities are understood and fulfilled by all staff and those working on behalf of the school;
- ensure effective arrangements are in place for safeguarding leadership, staff training, information sharing, multi-agency working and online safety.

7. Organisational and financial leadership

The Headteacher will:

- ensure the school is effectively and sustainably organised, staffed and resourced to deliver its educational priorities;
- provide strategic financial leadership, working with governors and the School Business Manager to secure effective planning, oversight, value for money and appropriate use of public funds;
- ensure effective management of resources, risk, health and safety and the school's statutory responsibilities;
- establish effective systems, structures and delegation so that operational leadership supports, rather than distracts from, the school's educational and strategic priorities.

8. Governance, partnerships and community

The Headteacher will:

- work in constructive partnership with the Governing Body, providing clear professional advice, accurate evaluation and transparent information so that governors can fulfil their strategic, statutory and accountability responsibilities;
- build strong relationships with pupils, parents and carers, schools, the Local Authority, external agencies and other partners;
- contribute to the wider education system through purposeful collaboration, outreach and the sharing of expertise;
- be a visible, approachable and credible presence within the everyday life of the school and its village community, representing Cherry Burton positively locally and beyond.

9. Church school leadership

The Headteacher will:

- articulate, embody and develop Cherry Burton's distinctive Christian vision so that it meaningfully shapes the culture, curriculum, relationships and daily life of the school;
- lead a community in which pupils and adults of all faiths and none are treated with dignity and enabled to flourish;
- secure high-quality collective worship and religious education and ensure relevant statutory and Church school responsibilities are fulfilled;
- develop strong relationships with local churches, parishes and the Diocese of York and contribute positively to the wider family of Church schools.

General

The duties above are not intended to be an exhaustive list of individual tasks. The Headteacher will undertake the professional and statutory responsibilities associated with headship and other reasonable duties commensurate with the role.

The Headteacher will fulfil the role in accordance with the school's Christian vision and values, the Headteachers' Standards, Teachers' Standards, relevant statutory requirements and the policies and decisions of the Governing Body.

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria through the application/reference/interview or tasks.

PERSON SPECIFICATION

The successful candidate will have the experience to recognise what makes Cherry Burton special, the strategic capability to take the school forward and the relational leadership to bring people with them.

The criteria below will be used throughout the recruitment and selection process. Candidates will be expected to demonstrate how their experience, knowledge and leadership have positively impacted pupils, people and schools. Evidence will be drawn from the application, assessment and interview activities, and professional references.

1. Qualifications and experience

Criterion	Essential	Desirable
Qualified Teacher Status	✓	
Substantial and successful experience as a Headteacher within primary education (proven track record of at least three years)	✓	
A demonstrable track record of sustained school improvement and securing strong outcomes for pupils	✓	
Significant experience of whole-school strategic leadership, including evaluation, improvement planning and leading change	✓	
Strong experience and understanding of SEND, inclusion and removing barriers to learning	✓	

Experience and understanding of safeguarding leadership and the Headteacher's safeguarding responsibilities	✓	
Successful experience of developing, coaching and empowering staff and other leaders	✓	
Experience of strategic financial, organisational and resource management	✓	
NPQH or equivalent relevant leadership development		✓
Experience of specialist SEND/resource provision and/or SEND outreach		✓
Experience of Church school leadership		✓
Experience of wider system leadership, school-to-school support or partnership working		✓

2. Strategic leadership and educational excellence

The successful candidate will demonstrate:

- a compelling strategic vision and the ability to translate vision into sustainable school improvement;
- the professional judgement to distinguish between what should be protected, what needs to change and when to act;
- an ability to look beyond immediate operational pressures, anticipate future challenges and opportunities and lead change effectively;
- strong knowledge of curriculum, teaching, assessment and evidence-informed practice, together with high expectations for every pupil;
- an ability to use evaluation, evidence and professional knowledge intelligently to identify priorities and assess impact;
- an understanding of the wider educational landscape and the strategic confidence to position Cherry Burton successfully for its future.

3. Inclusion, people and culture

The successful candidate will demonstrate:

- a sophisticated understanding of SEND and inclusive education, with high expectations for pupils with additional needs and those facing disadvantage or barriers to learning;
- the strategic capability to lead The Ark, mainstream SEND provision and outreach as complementary parts of Cherry Burton's inclusive offer;
- an understanding that achievement, wellbeing, belonging and personal development are interconnected;
- a track record of creating a professional culture characterised by high expectations, trust, collaboration and collective responsibility;
- the ability to recognise and develop the strengths of others, build leadership capacity and delegate effectively;
- the ability to provide appropriate support and challenge, hold people to account fairly and promote sustainable workload and staff wellbeing.

4. Governance, organisational leadership and partnerships

The successful candidate will demonstrate:

- strategic understanding of school finance, organisational management and the effective deployment of people and resources;
- the ability to work openly and constructively with governors, providing clear professional advice and enabling effective support, challenge and accountability;
- strong communication and the ability to build productive relationships with pupils, staff, parents and carers, the Local Authority, other schools and external partners;
- the ability to develop partnerships and use the school's expertise to contribute positively beyond Cherry Burton;
- a commitment to being a visible and approachable leader, actively participating in the everyday life of the school and its community.

5. Christian vision, values and community

The successful candidate will:

- be committed to leading and developing Cherry Burton's distinctive Christian vision and character;
- demonstrate leadership rooted in integrity, service, dignity, compassion and respect;
- understand how a Christian vision can enable pupils and adults of all faiths and none to flourish;
- value the school's place at the heart of its village and build strong relationships with local churches, parishes, the Diocese and wider community;
- understand the importance of high-quality collective worship and religious education within a Church of England school.

6. Personal leadership qualities

This matters to us.

Cherry Burton is not simply looking for someone who can demonstrate that they have *done* the job. We are interested in how they lead people while doing it.

The successful candidate will demonstrate:

- **Authenticity and integrity**, inspiring trust through consistency between their values, words and actions.
- **Empathy and relational intelligence**, listening carefully, understanding different perspectives and building strong relationships.
- **Courage and sound judgement**, able to make difficult decisions with clarity, fairness and compassion.
- **Calmness, resilience and perspective**, remaining measured and effective when circumstances are challenging.
- **Humility and self-awareness**, being reflective, open to learning and willing to recognise and draw upon the expertise of others.
- **Warmth, visibility and genuine enjoyment of people**, taking an active and approachable part in the everyday life of the school.

7. Safeguarding and professional integrity

The successful candidate must demonstrate:

- an unequivocal commitment to safeguarding and promoting the welfare of children;
- a thorough understanding of the Headteacher's safeguarding responsibilities and the establishment of a strong safeguarding culture;
- the highest standards of professional conduct, integrity and appropriate professional boundaries;
- a commitment to equality of opportunity, inclusion, dignity and respect.

Closing statement

We are looking for an experienced Headteacher with the strategic capability to take Cherry Burton forward and the wisdom to understand what makes it special.

Our next Headteacher will combine ambition with humility, courage with compassion and high expectations with genuine empathy. They will understand that excellent Headteachers do not simply lead organisations. They lead people.

We want someone with the experience to know what great leadership looks like, the vision to see what is possible and the humanity to bring others with them.

Appointment will be subject to the school's safer recruitment procedures and all required pre-employment checks.

**Thank you for taking the time to read our Recruitment Pack.
We look forward to receiving your application.**

