



Headteacher recruitment pack

Corfe Hills School

initio
Learning Trust



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WELCOME



On behalf of Initio Learning Trust and Corfe Hills School, thank you for your interest in this Headteacher opportunity. This recruitment pack offers a glimpse into our Trust and the vibrant learning environment at Corfe Hills. We hope it provides you with valuable information as you consider this exciting role.

To gain a deeper understanding of our vision and values, please visit our websites: www.initiolearning.org and www.corfehills.net. We strongly encourage prospective candidates to schedule a visit to Corfe Hills School. Experiencing the school first hand will allow you to truly appreciate its unique character and the dedicated community we serve.

Liz West
CEO
Initio Learning Trust

Our Vision



Is to enable everyone to flourish in our communities and beyond.

Our Values



Collaboration

We are a family of schools working closely together, supported by an experienced team.

Ambition

We are ambitious in our drive for educational excellence, offering excellent opportunities for our pupils and our staff.

Respect

We respect all of our pupils and staff and invest in every member of our community.



ABOUT OUR TRUST

Initio Learning Trust is a multi academy trust operating across Bournemouth, Christchurch & Poole. We are responsible and accountable for the education of over 7000 pupils from 3 to 19 years of age and for the employment and support of over 1000 staff in 19 schools across the South.

We aim to provide excellent education and opportunities for the students and communities that our schools serve, where everyone can flourish. We are determined to inspire in our students a love of learning, raise their aspirations, and embed the 3 core values of the Trust - ambition, respect, and collaboration.

We are united by a common set of values based upon the importance of our communities, and we are driven by our ambition to do our very best for the young people in our care. Our professional networks bring together staff from across our schools to share best practice and learn from each other, and Initio Learning Trust is an incredibly exciting place for a senior leader to develop their career.



LOCAL SCHOOL COMMITTEE

Dear Prospective Applicant,

The Local School Committee at Corfe Hills invites you to apply for the Headteacher vacancy. We are truly enthusiastic about welcoming a new leader to our dedicated team.

Corfe Hills School is a community-focused upper school where students are at the heart of all we do. We are proud of our positive and supportive learning environment and our commitment to providing the best educational opportunities for every student. As part of Initio Learning Trust, we benefit from a valuable network of collaborative support and resource.

We are seeking a Headteacher who shares our passion for education and possesses the vision and leadership skills to engage staff, students and the wider community and continue to build on the successes to date through the ongoing development of the strategy for the school. We believe in empowering our Headteacher through a strong and collaborative partnership. As a supportive and engaged committee, we are committed to working alongside the new Headteacher to ensure the continued success of our school.

We understand the importance of finding the right fit and encourage you to visit Corfe Hills School to experience our community firsthand. We are confident you will find a welcoming and dedicated staff, enthusiastic students and a supportive parent community.

We eagerly anticipate your application and the opportunity to discuss how your vision and experience can contribute to the continued growth and success of Corfe Hills School.

Sincerely
Sue Charman
Chair of Local School Committee



ABOUT THE SCHOOL

Nestled in Broadstone, Poole, Corfe Hills School is a successful upper school and Sixth Form within Initio Learning Trust, offering an inspiring and ambitious educational journey. Our commitment to excellence is proven by our academic success.

Our dedicated team creates a vibrant learning environment where a passion for learning and achieving excellence blossoms. We deliver a broad, deep, and knowledge-rich curriculum that aim to deliver excellent outcomes, preparing students to make a positive lifelong contribution to society.

Our ambitious curriculum sparks curiosity and builds essential knowledge and skills, supported by continuous focus on research-based principles. We carefully sequence learning, adapting to individual needs, including those with SEND, so that every student can build upon their understanding and fulfil their potential.

At Corfe Hills School, we champion high expectations and the development of Exceptional Individuals. Our students have access to a wealth of extra-curricular and personal development opportunities that enable them to develop character and creativity. With high staff and student morale and a commitment to continuous improvement, we provide a supportive and engaging environment where students feel safe, happy, and eager to learn, ready to excel in, and beyond, the classroom.



OUR VISION AND VALUES

Our school's ethos is central to everything we do, guiding our conduct and aspirations for our young people, as detailed in our commitment to developing Exceptional Individuals who excel in and beyond the classroom. We are driven by a passion for excellence in learning, believing that this is the foundation which will enable our students to achieve the highest possible outcomes and make a positive lifelong contribution to society.

Our core values underpin this mission:

- **Integrity:** We act with honesty and take responsibility for our choices. Integrity means doing the right thing—even when no one is watching. We treat others with respect, follow school expectations, and contribute to a community built on trust. Every member of our school is expected to show fairness, reliability, and strong moral character in their work and relationships.
- **Compassion:** We show kindness, understanding, and empathy toward others. Compassion means recognising when someone needs support and offering help without judgement. We celebrate differences, listen to one another, and create an environment where everyone feels safe, valued, and included. Our school community thrives when we treat each other with care.
- **Perseverance:** We stay committed to our goals, even when learning becomes challenging. Perseverance means putting in consistent effort, embracing mistakes as part of growth, and seeking help when needed. We encourage students to push through difficulties, celebrate progress, and develop resilience that will serve them well beyond school.

CANDIDATE CHARTER

Our commitment to you:

- Transparency - we will treat you with respect, honesty and fairness
- Protecting your privacy - we'll ensure your information is secure and handled sensitively
- Understanding - you'll be given everything you need to make informed decisions
- Showcasing talent - we'll provide a good opportunity for you to share your skills, experience and potential
- Feedback - we will provide constructive feedback professionally and promptly
- Listening - we welcome feedback and we'll act on what you have to share
- Inclusivity - our hiring decisions align with our commitment to create a high quality, diverse workforce

We will:

- Provide you with clear, accurate and timely information
- Give you the opportunity to ask questions - and we'll ensure you get the answers you need
- Respond to enquiries promptly; usually within 24 hours during the working week
- Adopt a fair and consistent assessment process
- Make sure you have all the documentation and details you need for an interview, well in advance
- Provide you with real insight about what it's like to be part of our team
- Ensure all offers are fair and equitable
- Seek feedback on your experience at every opportunity, so we can continue to improve

In return we ask that you:

- Be honest and upfront about your experience, aspirations and motivations
- Provide open and accurate information when submitting an application
- Always give yourself the best opportunity to succeed - research who we are and how we work
- Let us know if situations change in relation to your interest - and help us understand why
- Prepare yourself for interview and let us know how we can support you

HOW TO APPLY

Initio Learning Trust aims to provide rewarding careers and clear progression pathways. We know that our schools need the best staff teams, and the best Headteachers to lead them. If you are a dedicated and driven senior leader, then we would be delighted to hear from you.

To arrange a confidential conversation about the role or to arrange a visit, please email: headspa@corfehills.net

Please apply online for this role via the Trust's recruitment portal, where you can also download the full job description and person specification:
[Initiolearning.current-vacancies.com](https://initiolearning.current-vacancies.com)

Closing date for applications: Wednesday 18 March 2026 at midnight.
Interviews will be held on Thursday 26 March 2026.

The Trust values the diversity of our workforce and welcomes applications from all sectors of the Initio community.

Initio Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Thank you for your interest

