



DELAMERE C of E ACADEMY

'Helping Children Fly'

Headteacher

Job Application Pack



Welcome to Delamere C of E Academy



Delamere is a Church school that never misses an opportunity to 'Help Children Fly'. Our ethos is rooted in values of love, care, peace and respect, we are committed to ensuring that academically, socially and spiritually our children receive an education that whilst built on tradition is also progressive pride and community spirit.

From pupil leadership roles, charitable work, to extensive enrichment opportunities and strong parish links, Delamere is a school where children are known, valued and encouraged to exceed beyond their own expectations.

From humble beginnings as a small village school, Delamere has risen with determination, vision and an unwavering commitment to children. Today, it stands proudly as one of the highest-performing primary schools in the country — consistently in the top 1% nationally and in November 2023, Ofsted judged Delamere to be Outstanding in all areas, describing pupils as: "exceptionally happy in school and never wanting to miss a day."

About the role

We are seeking a motivational and creative individual who is not afraid to innovate and build on the school's exceptional success while bringing fresh vision to leadership.

Are you someone who:

- Has a clear vision for teaching excellence?
- Understands the power of a well-designed curriculum to inspire children?
- Can nurture talent while maintaining the highest expectations?
- Sees opportunity and embraces change?
- Thinks differently and leads with integrity and kindness?

We want our next Headteacher to honour Delamere's proud history while shaping its exciting future, to continue driving academic excellence, safeguarding the strong Christian ethos, and ensuring every child flourishes.



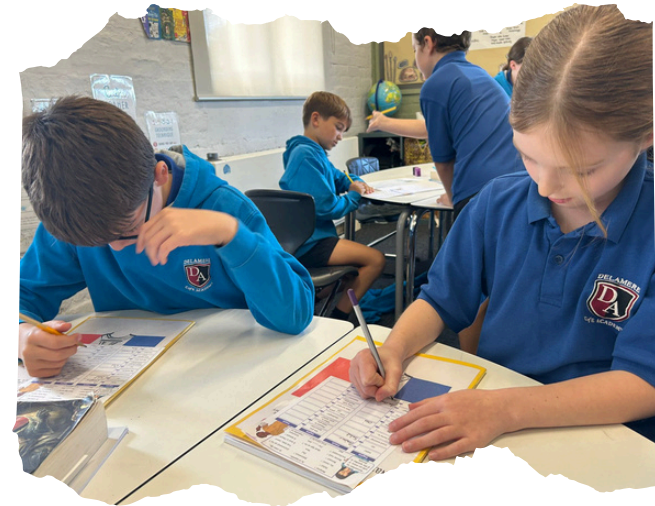
Why Delamere?

Why Delamere?

Delamere is more than an Outstanding school. It is:

- A school that has consistently been one of the highest performing in the country, receiving several national accolades
- A school where pupils are exceptionally happy and achieve exceptionally well
- A school where staff are committed, collaborative and deeply invested
- A school rooted in community and Christian values
- A school determined that nothing less than excellence will do
- A school proud of its traditions, while actively embracing innovation and new ways of learning

This is a rare opportunity to become part of something truly special and to lead a school that has already proven what vision, resilience and teamwork can achieve to create a centre of excellence.



We can offer you...



- The opportunity to lead and further enhance an Ofsted Outstanding school, with the autonomy to strengthen and sustain a clear ethos, a vibrant culture, and an ambitious, forward-thinking vision.
- Comprehensive support from a committed governing body and wider trust, ensuring you have everything you need to deliver an excellent, rewarding and impactful education to our pupils.
- The opportunity to lead a passionate, forward thinking team of teachers and support staff who are united in their commitment to excellence and continuous improvement.
- The benefit of joining a collaborative and supportive network of experienced headteachers who are generous with their time, knowledge and expertise and who value shared learning and professional dialogue.
- An engaged and supportive parent community and the opportunities that come from being part of a highly successful trust.

Key responsibilities

- Provide professional leadership for the school, inspiring a love of learning.
- Lead by example to ensure a high quality education for all pupils.
- Deliver inspiring and purposeful leadership for the staff and pupils.
- Work with the local governing body, staff and parents to secure continuous school improvement consistent with the ethos, values and objectives of the Trust.
- Ensure that all those involved in the school are committed to its aims and motivated to achieve them
- Manage and organise the school building efficiently and effectively to ensure it meets the needs of the curriculum, community use and health and safety regulations.
- Work with colleagues to develop staff in order to maintain and improve the quality of education provided at the school.
- Promote extra-curricular activities in accordance with the educational aims of the school
- Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, ensure efficiency and secure value for money.
- Promote an environment which secures good teaching, effective learning, high standards of achievement and good behaviour.
- Carefully monitor and evaluate the quality of teaching, learning and standards of achievement.
- Develop and maintain effective links with parents and the wider community to extend the curriculum and support pupils' achievement and personal development.
- Ensure clear delegation of responsibilities and tasks, consistent with employment conditions.
- Promote and monitor professional development, including the induction of newly qualified staff.
- Build a good working relationship with trustees, governors, staff, pupils, parents/ carers and the community. Foster an environment in which all staff understand they are accountable for the success of the school.
- Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress.
- Present an accurate and coherent account of the school's performance, suitable for a range of audiences, including governors, the Trust, the community, OFSTED and others, to enable them to play their part effectively.
- Carry out any duties as reasonably expected of the Headteacher.

Person specification

Prerequisite

- Satisfactory enhanced DBS check and references.

Qualifications or Training

- Qualified teacher status.
- Evidence of continuous professional development.
- National professional qualification for Headship (NPQH) or equivalent (clearly stated)

Experience

- Successful senior leadership and management experience in a school.
- Teaching experience.
- Involvement in school self-evaluation and development planning.
- As above – leading SEF and planning.
- Experience of successful line management and staff development.
- Evidence of change and/or project management.
- Strong relationship skills, with clear understanding of how to work with all school partners.

Skills & Knowledge

- Able to effectively manage children's behaviour in a positive way and to promote good relationships and good behaviour.
- Able to work as part of the senior leadership team, take responsibility, be accountable.
- Highly developed interpersonal skills - able to talk effectively to children, parents, governors, external professionals and colleagues.
- Able to liaise effectively with agencies, build good working relationships and rapport with colleagues. Excellent written and verbal communication and able to help the school raise standards of achievement.
- Able to produce careful, accurate, positive and well written reports, policies, guidance, letters and memos.
- Able to read and use data and to use a range of sources of evidence to make judgments and identify next steps.
- Confident in use of ICT as a teaching, learning, communication and administrative tool.

Why North West Academies Trust?

At the North West Academies Trust we believe that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residentials, swimming, inter school sports and special days all take pride of place on all the Trust school calendars.

We believe our schools should inspire excellence, offering world-class, safe environments where both students and staff can thrive in and out of the classrooms.



For our staff, we offer:

Enrolment to the Medicash Proactive Health Plan to help with costs of everyday healthcare.

Bespoke professional development opportunities.

Access to 24/7 Employee Assistance Programme.

Accredited counsellor to offer wellbeing support for all staff.

Positive recognition culture.

Open door policy for communication across the Trust.

Opportunity to contribute to the growth and development of NWAT.

“Opening Children’s Eyes to the Wonderful World of Possibility”

Recruitment information

How to apply

If you have any questions regarding the role please contact Claire Booth at cbooth@nwatrust.co.uk, applications forms are available to download from the following link: northwestacademiestrust.co.uk/job-vacancies/ and should be returned to cbooth@nwatrust.co.uk by the closing date.

Safeguarding Commitment

The North West Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies Trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

Key information

Contract: Permanent
Hours per week: Full time
Salary: Competitive
Responsible to: Trust CEO
Start date: September 2026

Key Dates:

Closing date: 16th March 2026 at 9am
Shortlisted candidates' school visits: 18th March onwards
Interview date: Thursday, 26th March 2026

Prospective candidates are invited to visit the school **between 23rd February and 2nd March**. Please register your interest for a visit by emailing admin@delamereacademy.org.uk

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