

# HEADTEACHER

## Job Application Pack

**Excelsior Academy, Denton Road, Newcastle NE15 6AF**

part of Laidlaw Schools Trust

**Salary:** Group 7 L33 – L37 £113,646 to £125,345

**Contract:** Permanent

**Start Date:** April 2026 or earlier if possible

**Reporting to:** Director of Quality of Education & Secondary Academies



*A member of the*

**LIDLAW**  
SCHOOLS TRUST

## WELCOME FROM THE CEO & ACCOUNTING OFFICER



Thank you for your interest in becoming the next Headteacher of Excelsior Academy. This is an exciting time at Excelsior, with a period of rapid improvement and change well underway.

Excelsior was the foundation school of the Laidlaw Schools Trust and plays an important part in our Trust. All schools in the Trust benefit from additional extra funding to support welfare spending, provision of extraordinary experiences and over the next year all Excelsior pupils will be provided with one-to-one iPads as part of our digital strategy.

Excelsior is a vibrant, fast paced academy with a developing Football Academy, specialist EAL 'Boost' provision and our Engage pathway that supports pupils to return to and stay in education.

Currently our EA Sixth Form is undergoing exciting redevelopment. We are ambitious for improved outcomes in all areas and are looking for a Headteacher who has the vision, drive and commitment to make this happen.

Our Vision is to transform the lives of children and communities in the North East through extraordinary education.

Our Values which are shared by our pupils and staff alike are

Be **AMBITIOUS** to achieve more than you thought was possible  
Be **BRAVE** take risks and reap the rewards  
Be **CURIOUS** about everything, and learn through exploration  
Be **DETERMINED** to overcome obstacles with an unwavering sense of purpose  
Always strive for **EXTRAORDINARY** in everything you do  
Be **FAST** because life is too short to dawdle  
Be **GOOD** to others and the world around you

Any prospective candidate wishing to meet with us to discuss this opportunity further is warmly welcomed to do so. We look forward to receiving your application.

A handwritten signature in black ink that reads "S. Newton". The signature is fluid and cursive, with a large initial 'S' and a checkmark-like flourish at the end.

Sally Newton



## EXCELSIOR ACADEMY AND ITS COMMUNITY

At Excelsior Academy we are passionate about inclusion to ensure that all our pupils have the highest aspirations and are well prepared for opportunities beyond school.

We are privileged to educate children and young people from a diverse and vibrant community. We currently enjoy the sound of 57 different languages around the Academy, celebrate a great range of cultures and work with partners across our community.

We aim to remove barriers for our pupils, investing in an extensive programme of reading intervention, committing significant resource to attendance support and developing a wide array of pastoral and welfare support.

Safeguarding our pupils is at the fore of everything we do at Excelsior and maintaining the expertise of our staff in this area is essential.

We are engaged in a programme of rapid improvement to ensure continuous improvement in all areas and work side by side with colleagues from across the Trust to offer our wonderful pupils extraordinary education.

### **Data and Ofsted Information**

Please follow the link below to see key information about our Academy.

<https://www.compare-school-performance.service.gov.uk/school/135423/excelsior-academy/secondary>



# THE ROLE OF THE HEADTEACHER

We are looking for a Headteacher who will drive the strategic leadership of the academy, empowering all pupils and staff to excel in a culture of continuous improvement.

The new Headteacher will be someone who can hold and articulate a clear vision focused on providing a world-class education for the pupils that they serve.

Our new Headteacher will be responsible for creating and communicating a shared vision for the academy that inspires stakeholders and reflects the wider vision and values of the Trust, translating that vision into annual improvement objectives and operational plans.

Maximising every opportunity to model the highest levels of professionalism through visible leadership is a crucial aspect of the role.

The new Headteacher will develop and maintain a culture and curriculum which takes into account the richness and diversity of the local and wider communities. Creating and maintaining effective partnerships with parents and carers to support and improve pupils' achievement and personal development is an essential priority for the Headteacher of Excelsior.

The successful candidate will have a track record of securing clear improvements within a large, diverse school setting. They will have worked closely with Special Educational Needs (SEND) colleagues to improve the academic outcomes of SEND pupils. They will have experience of raising standards of behaviour, raising expectations through clear communication, effective organisation and high-quality staff training.



# WHY WORK FOR LAIDLAW SCHOOLS TRUST

## Make a real-life difference

Laidlaw Schools Trust have eleven academies in the North East of England, nine of which are in socio-economically deprived areas.

Our Trust Leadership team are ambitious of improvement of academy life and we are looking for change-makers who are equally determined to transform the lives of our pupils and communities through education.

You will be joining a group of Headteachers who work tirelessly to elevate the life experience of every pupil, nurturing the whole child so that they are ready to step into their future.

## Opportunity

This is an exciting opportunity for someone who is looking to expand their experience of Leadership with a new challenge.

Laidlaw Schools Trust provide everyone with the opportunity to make a real difference and respect the expertise that exists within our organisation. Anyone new coming to work for us will be expected to share their skills and knowledge to develop an excellent future for all of our pupils. You will be encouraged to be collaborative with colleagues within and outside of the Trust.

We will provide a commitment to career progression and professional development opportunities and also provide opportunity to access a range of collaborative and development networks and forums

## Support

We take support for and development of our Headteachers seriously. Our Strategic Directors for Quality of Education and Inclusion work closely across the academies in the Trust.

The post holder will work alongside a skilled and knowledgeable Shared Services team that supports School Improvement, PedTech, SEND, HR, Finance, Marketing, Estates, Governance and IT. There will always be someone to help with the development of the school or to provide advice and guidance when issues arise.

The Trust has established governance structures that are not only robust and provide an appropriate level of challenge, but also a model that is highly supportive to the role of a Headteacher.

# EMPLOYEE BENEFITS

We want to reward our staff through benefits that are mentally, physically and financially rewarding. As a Headteacher you will benefit from the following:



**Salary sacrifice car lease scheme**  
via NHS Fleet Solutions



**Employee Discount Scheme**  
via Perkbox



**Generous Teachers Pension Scheme**



**HSF Healthcare Cash Plan**  
- claim back up to 50% of health expenses



**HSF Assist**  
free 24/7 GP Advice Line, Virtual Doctor, Counselling, Medical Information and Legal Advice



**Opportunities**  
via the Trust's Digital Strategy and rapidly expanding Inclusion provision



**Bespoke induction, leadership and professional development**  
overseen by our Directors of Improvement



**Cycle to Work Scheme**



**Laidlaw Foundation Funding**

Additional funding from the Laidlaw Foundation means that teachers are recognised and financially rewarded for going above and beyond. Every child has access to a digital device so that you can use EdTech to enrich your teaching and reduce your marking time, and you can propose new and innovative teaching and learning ideas and apply to have them funded



**Close Working**

with skilled and experienced Headteachers in both phases from across



**Close Working**

with our central Secondary School Improvement Team



# Application Process:



**Gabrielle Reddington**

## Meet us:

If you would like to visit the academy we will be holding tour sessions with Gabrielle Reddington, Director of Quality of Education and Secondary Academies and Paula Hegarty, current Headteacher of Excelsior Academy.

If you would like to attend a tour or discuss this post please contact Hannah Kiernan in our People team in the first instance.

Email: [hannah.kiernan@laidlawschoolstrust.co.uk](mailto:hannah.kiernan@laidlawschoolstrust.co.uk)

Telephone: 07586 625717

## Safeguarding:

We are an equal opportunities employer strongly committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be able to demonstrate their commitment to children's safeguarding. All successful appointments will be subject to an Enhanced Disclosure and Barring Service check and a range of other pre-employment recruitment checks.

## To Apply:

1. Visit our careers site: <https://www.northeastjobs.org.uk/job/Headteacher/286094>
2. Download the full Job Description and Person Specification
3. Apply using the online application form

## Key Dates:

Closing Date for Applications: Wednesday 15th October 2025, 9am.

Provisional Interview Dates: Monday 20th and Tuesday 21st October 2025.

