EAST MIDLANDS EDUCATION TRUST

HEADTEACHER RECRUITMENT PACK

Homefields Primary School

Chellaston, Derby

"Be Kind, Be Courageous, Be Respectful"

Good Ofsted, Nov 2023	**Outstanding** Behaviour & Attitudes	**84%** KS2 Maths, vs 74% Nat.	**340** Pupils on Roll

An outstanding opportunity for an exceptional, aspirational leader

Salary: Leadership Scale, L15-L21 with possibly more for an exceptional candidate | Full time, permanent | Closing date: 22nd November 2026

A Welcome from our Chief Executive Officer

Dear Candidate,

Thank you for your interest in becoming Headteacher of Homefields Primary School. This is the first Headteacher appointment I have made since becoming Chief Executive of East Midlands Education Trust, and I have chosen to invest real care into this pack because Homefields deserves nothing less.

Homefields is already a genuinely strong school. Its most recent Ofsted inspection rated it Good overall, with Outstanding behaviour and attitudes, and its final 2026 Key Stage 2 results placed it above the national average on every single measure, across reading, writing, grammar, punctuation and spelling, and maths — including a maths greater-depth figure more than double the national average. It is popular, oversubscribed, and held in real affection by its community in Chellaston.

My ambition for Homefields goes further still. I want this to be the best primary school in Derby — a school whose academic rigour, breadth of opportunity and standard of leadership can stand comparison with the best of the independent sector, while remaining true to its roots as a warm, values-led community school. That takes a Headteacher who is genuinely aspirational: someone with a track record of the highest standards, who is unafraid to be ambitious for every child, and who has the leadership skill to take a good school and make it exceptional.

If that is you, I would very much like to hear from you.

Yours faithfully,

Paul Smith

Chief Executive Officer, East Midlands Education Trust

A Welcome from our Chair of Governors

Dear Candidate,

As Chair of Governors, I'm delighted you're considering Homefields Primary School. My own connection to this school is a personal one: my two boys and daughter had a wonderful experience at Homefields. I became a governor because I wanted to give something back, in recognition of the great start the school gave my children.

Outside of governance, I lead the training and recruitment teams for a global transport business, and I've found a close correlation between that world and education. I hope the combination of commercial business experience and a training background helps me bring something useful to the governor team — and it's exactly that blend of high standards, rigour and genuine care for people that I'd love to see in our next Headteacher.

The Governing Body is fully behind the CEO's ambition for this school. We are proud of what Homefields has achieved, and genuinely excited about what comes next. I look forward to meeting you.

Yours faithfully,

Mark Thornley

Chair of Governors, Homefields Primary School

Governor since June 2021 | Chair of Governors since July 2024 | Co-opted Governor, with responsibility for Website, Safeguarding and Anti-Bullying.

About East Midlands Education Trust

East Midlands Education Trust (EMET) is a Multi-Academy Trust of 24 schools spanning Nottinghamshire, Nottingham City, Derbyshire, Derby City and Leicestershire, educating pupils aged 3 to 19. We also run a teacher training partnership, EMTTP, working with over 50 partner schools.

Our 2026–2031 strategy sets out a clear ambition: to be a trust defined by the quality of education in every one of our schools, by strong and consistent governance, and by a reputation that matches the quality of what we deliver. We are growing, with live opportunities across all our regions, and we invest deliberately in the leadership of our schools — because we know that strong headship is the single biggest driver of a school's success.

Homefields joins a Trust family that includes schools graded Outstanding, including The West Bridgford School, and a range of primary, secondary and all-through schools united by high expectations and a shared commitment to every child.

What EMET offers its Headteachers

- A central team that removes unnecessary burden — finance, HR, estates, governance and data — so Headteachers can focus on education.
- A genuine School Improvement Framework and TIME (Trust Improvement & Monitoring Evaluation) reporting model, giving clear, evidenced feedback rather than box-ticking.
- A strong, collegiate network of fellow Headteachers across the Trust, with regular opportunities to share practice.
- Direct access to the Executive Team and CEO, and a Trust that backs ambitious school leaders to lead.

About Homefields Primary School

Homefields Primary School is a 1.5-form entry primary school in Chellaston, Derby, educating around 340 children aged 3 to 11. The school is popular and oversubscribed relative to its published capacity, reflecting the strength of its reputation in the local community.

The school's values — Be Kind, Be Courageous, Be Respectful — sit at the heart of everything it does, alongside five Learning Attitudes that shape how children approach their education: Resilient, Reciprocal, Resourceful, Reflective and Responsible. A house system (Chatsworth, Sudbury Hall, Calke Abbey, Hardwick Hall and Kedleston Hall, named for Derbyshire's great houses) adds a further layer of identity and healthy competition.

Ofsted (November 2023)

- Overall effectiveness: Good
- Quality of education: Good
- Behaviour and attitudes: Outstanding
- Personal development: Good
- Leadership and management: Good
- Early years provision: Good

Academic performance

Homefields' final 2026 Key Stage 2 results (cohort of 44 pupils, 27.2% with SEND) are genuinely exceptional. Every expected-standard measure, and all but two greater-depth measures, exceeded the school's own targets — and every single measure, across all five subjects, finished above the most recently published national average.

Measure	Result	Target	Variance	National 2025
Reading — expected standard+	79.5%	73%	+6.5%	75%
Reading — greater depth	38.6%	42%	-3.4%	33%
Writing — expected standard+	77.2%	70%	+7.2%	72%
Writing — greater depth	18.2%	16%	+2.2%	13%
SPaG — expected standard+	79.5%	75%	+4.5%	—
SPaG — greater depth	40.9%	42%	-1.1%	—
Maths — expected standard+	84.0%	77%	+7.0%	74%
Maths — greater depth	40.9%	28%	+12.9%	26%
Combined RWM — expected standard+	75.0%	69%	+6.0%	62%
Combined RWM — greater depth	15.9%	13%	+2.9%	8%

National 2026 comparator figures are not yet published; results are shown here against the most recent published national data (2025). SPaG is not part of the DfE's published combined national measures.

The standout results are in maths, where 84.0% of pupils reached the expected standard (national 74%) and 40.9% reached greater depth — more than double the national average of 26%. Combined RWM at greater depth (15.9%) is almost double the national figure of 8%. Reading at greater depth and SPaG at greater depth were the only two measures below target, both by a small margin, and remain a natural focus for continued sharpening under the incoming Headteacher.

Location

Chellaston is a well-regarded residential suburb in south Derby, within reach of Derby city centre and with good road links via the A50 and A6. The area is home to a number of well-regarded independent schools, including Repton School and Derby High School, against which EMET's ambition is for Homefields to hold its own on academic outcomes and breadth of opportunity.

The Opportunity

This is the first Headteacher appointment made by EMET's Chief Executive since taking up post, and it reflects the importance the Trust places on Homefields' future.

Homefields is not a school in need of rescue. It is a good school, well-loved locally, with pockets of genuinely outstanding practice and results that already rival many independent preparatory schools. The opportunity for the right candidate is not to fix Homefields, but to elevate it — to take a school with a strong foundation and build it, deliberately and rigorously, into the best primary school in Derby.

The successful candidate will be someone who is restless for excellence: who reads outstanding behaviour and good leadership not as a ceiling but as a floor, who has the academic rigour and curriculum expertise to push outcomes further still, and who has the ambition and confidence to measure Homefields against the best schools in the country — independent or state — rather than simply against local or national averages.

Job Description

Post	Headteacher, Homefields Primary School
Salary	L15-L21 with possibly more for an exceptional candidate
Contract	Permanent, full time
Responsible to	Deputy Chief Executive Officer, East Midlands Education Trust
Responsible for	All staff at Homefields Primary School
Start date	Easter 2027, or as soon as possible thereafter

Job Purpose

The Headteacher will provide visionary, ambitious leadership for Homefields Primary School, building on its strong foundations to deliver academic outcomes and breadth of opportunity that rival the best of the independent sector, while sustaining the school's warm, values-led culture.

Key Responsibilities

- Set and drive an ambitious vision for academic excellence at Homefields, underpinned by rigorous curriculum design and highly effective teaching.
- Lead, develop and hold to account a talented staff team, building leadership capacity at every level of the school.
- Use data and evidence — including EMET's TIME reporting model — to track pupil progress and outcomes with precision, intervening early and effectively where needed.
- Sustain and build on the school's Outstanding behaviour culture and its values of kindness, courage and respect.
- Broaden the school's offer — academically, culturally and in enrichment — so that it can genuinely compete with the best independent preparatory schools in the region.
- Build strong, trusted relationships with parents, governors and the local community, maintaining Homefields' strong local reputation and popularity.
- Work closely with the CEO and Executive Team as an active member of EMET's Headteacher community, contributing to Trust-wide school improvement.
- Ensure the school's safeguarding culture and statutory compliance are of the highest standard at all times.

Person Specification

Essential

- Substantial track record of the highest standards of pupil outcomes, ideally including experience in a high-performing or academically selective/aspirational context.
- Evidence of deep curriculum expertise and academic rigour, with a clear philosophy for how outstanding teaching drives outstanding outcomes.
- Successful senior leadership experience in primary education, with clear evidence of impact on standards.
- A genuinely ambitious, aspirational leadership style — someone who benchmarks against the best schools nationally, not just locally.
- Excellent ability to lead, develop and inspire a staff team, building leadership capacity beyond themselves.
- Strong relational skills, able to build trust quickly with parents, governors, staff and the wider community.
- A values-led approach to leadership, consistent with Homefields' ethos of kindness, courage and respect.
- Excellent understanding of safeguarding and statutory compliance in a primary setting.

Desirable

- Experience of leading a school through significant improvement in outcomes or reputation.
- Experience within a Multi-Academy Trust environment.
- Understanding of, or experience working alongside, the independent sector, and what drives its academic and enrichment offer.
- National Professional Qualification for Headship (NPQH), or equivalent evidence of readiness for headship.

How to Apply

For an informal, confidential conversation about the role with our CEO, Paul Smith, please contact the Trust HR Department, hr@emet.edcuation.

To apply, please complete the application form and provide a supporting statement (no more than two sides of A4) setting out how your experience and vision align with this person specification, addressed to the Chief Executive Officer.

Key Dates

Closing date	22nd November 2026
Shortlisting	Shortly after closing date
Candidate visit day	Available Upon Request
Interviews	TBC

East Midlands Education Trust is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS check, satisfactory references and a full safer recruitment process.