

Morpeth All Saints CE First School Headteacher Recruitment Pack



The Cheviot Learning Trust

Cheviot Learning Trust enables our high quality staff from across all of our schools to cooperate through professional and innovative networks that develop the educational excellence all of our students deserve. We educate over 5500 students across 18 schools between the ages of 2 and 19 and employ over 750 staff. We are a charity supported by over 150 governance volunteers who hold us to account in their role as critical friends. We are proud Northumbrians; more than happy to welcome schools to join us from inside or outside Northumberland. All of the schools have a long and proud history of providing an excellent education service to their local populations.

We are seen locally as a centre of educational excellence and were selected to be the Teaching School Hub for Newcastle, Northumberland & North Tyneside. We recognise the mutual benefits to our Learning Trust through reciprocal staff development opportunities, training events, and the generation of new ways of working through system leadership. Through our teaching, we aim to equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives. We believe that appropriate teaching and learning experiences help children to lead happy and rewarding lives.

The Cheviot Learning Trust mission

Our core purpose is to advance education for the public benefit. We believe that each school in the Trust family has unique qualities to share and unique challenges to be resolved. Deep collaboration is a key Trust expectation that helps us to deliver significant benefits for the students, the staff and the schools that form the Trust. Each school is stronger in the Trust family; delivering a better education for the public good than if they were outside the Trust.

Our vision

Our purpose is to deliver excellent education for the benefit of all and our mission is to develop all our young people to have the opportunity to succeed.

Our values

Everything we do is based around the values that we hold dear:

- **Innovation:** We're here to shape the future, which is why we all have a responsibility to be thinking about the big issues of tomorrow.
- **Cooperation:** We nurture the relationships that we've built over many years and we know by working together we can achieve more than we can alone.
- **Respect:** We take the time to understand and make decisions and have due regard for the feelings, wishes and rights of others.
- **Excellence:** We will always strive for continuous improvement and will produce the best solutions and deliver the best services possible.

Welcome Message from the Incoming CEO

Thank you for considering the position of Headteacher at Morpeth All Saints CE First School. The appointment of a new Headteacher is an important step for our school, and the successful candidate will be supported by the Governing Board, staff, families and colleagues across Cheviot Learning Trust.

Morpeth All Saints is a welcoming and successful school community located within Lancaster Park, close to the centre of Morpeth. As a Church of England first school, we aim to provide a caring and inclusive environment where children are supported to achieve both academically and personally. Most pupils move on to Chantry Middle School, which is also part of Cheviot Learning Trust, helping to ensure strong links and continuity in their education.

We believe that every child should be known, valued and encouraged to succeed. We are committed to providing a high-quality education through a broad and balanced curriculum that supports both academic achievement and personal development. Alongside strong outcomes, we place importance on creativity, curiosity and providing children with a wide range of experiences and opportunities.

We continue to develop our curriculum and wider provision, including opportunities for outdoor learning and specialist teaching. Our aim is to help children develop confidence, a love of learning and the skills they need for the future.

We are looking for a Headteacher who will build on the school's strengths, uphold our Christian values and lead the school with clarity, care and ambition.

Glen Whitehead
Incoming CEO

Job Advert

**Morpeth All Saints Church of England
First School, 3-9 years First School
Part of the Cheviot Learning Trust**

Job title: Headteacher

Pay scale: Range L11 - L17 £66,368 - £76,772 [Pay Award pending]

Terms: Permanent, full-time.

Required for January 2027.

We are seeking to appoint a talented, inspirational and committed Headteacher who will provide strong and purposeful leadership for the school. The successful candidate will have a **genuine passion for teaching and learning**, a **relentless commitment to school improvement**, and the drive, energy and determination to lead the school confidently through the next phase of its development, ensuring every child is supported to flourish academically, socially and spiritually.

We are looking for a leader who is excited not only by the opportunity to lead Morpeth All Saints, but also by the opportunity to contribute to the wider work of the Cheviot Learning Trust, working collaboratively with colleagues across the Trust to secure the very best outcomes for all children and young people.

We can offer you:

- The ability to make a real difference to the lives of our children, who are enthusiastic, able, well-behaved and engage positively with their learning
- The opportunity to develop your leadership and management skills in a supportive and welcoming environment
- A strong, dedicated and motivated whole school team who are strongly committed to the school and passionate about children's learning and well-being

- The support and commitment of our Trustees and School Governing Board, parents, carers and friends of the school
- A school that is genuinely at the heart of its community

We are looking for a Headteacher who:

- Will provide strong, purposeful and inspirational leadership
- Has a genuine passion for teaching and learning, with a clear understanding of high-quality education in practice
- Demonstrates a relentless commitment to school improvement, with the drive, energy and determination to lead the school confidently through its next phase of development
- Can inspire pupils and staff, raising aspirations and securing strong outcomes through high expectations, collaboration and a culture of continuous improvement
- Has the ability to build strong, effective relationships with pupils, staff, parents, governors, the Trust and the wider community
- Has strong knowledge of curriculum, learning and pedagogy across the First School age range
- Is committed to developing staff, promoting wellbeing, and ensuring an environment in which children and adults can flourish
- Will play an active role within the Cheviot Learning Trust, contributing to collaboration and wider Trust improvement initiatives across our family of schools
- Will actively support, nurture and develop the school's distinct Christian ethos and values as a Church school.

Job Advert Continued

To learn more about the school, you can visit the website [here](#).

Visits to the school will be warmly welcomed, and can be arranged by appointment with the School Business Manager, Sharon Mungall. Please contact Sharon on 01670 512803 or via email at s.mungall@sfs.cheviotlt.co.uk.

Closing Date: Monday 15 June 2026 at 12 noon

Assessment Day: Friday 19 June 2026

Interview Date: Monday 22 June 2026

We are strongly committed to safeguarding and promoting the welfare of all children and young people and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974. If you are invited for an interview, you will be required to disclose convictions that would not be filtered, prior to the date of the interview. Certain spent convictions and cautions will be 'protected' and do not need to be disclosed.

Full details on protected convictions and information about which convictions must be declared during job applications can be found on the [Ministry of Justice website](#). You will be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed. This role will include Regulated Activities and an enhanced Disclosure and Barring Service (DBS) disclosure is required for this post. [This policy](#) outlines the Trust's approach to the recruitment of ex-offenders.

Further details and an application form are available by accessing the job vacancies section of the [Cheviot Trust](#)

[website](#). Please return completed applications to the Trust Lead HR Business Partner via email at d.flint@cheviotlt.co.uk.

If you have a Gmail account:

- Open the Application document
- Click 'Sign in' at the top right of the page
- Go to File > Make a copy
- Complete the application form in the Google

If you don't have a Gmail account:

- Open the Application document
- Go to File > Download as > Microsoft Word
- Complete the app

If you require assistance or have any questions, please reach out using the contact details provided below:

01670 512803

info@mafs.cheviotlt.co.uk

www.mafs.cheviotlt.co.uk

Address: Pinewood Drive, Lancaster Park, Morpeth, Northumberland, NE61 3RD

Job Description

Job title: Headteacher

Pay scale: ISR L11 – L17, £66,368 – £76,772

Required: January 2027

Job Purpose:

To provide professional leadership for the school which secures its success and improvement, ensuring high quality education for all pupils and improved standards of learning and achievement.

Staff: 1.3 FTE Leadership; 9.4 FTE Teaching and 8.5 FTE Support Staff.

Finance: £1.3m annual budget, Formula Capital Allocation & Other School Funds.

Physical: Building, school site, resources, Health & Safety, Safeguarding and staff & pupil records.

Clients: Pupils, parents and wider community.

What we are looking for:

We are looking for a headteacher who has the passion and vision to drive our school onwards so we can provide the best educational and social outcomes for all our children. You will be an exceptional teacher with a commitment to ensuring progress and attainment for all children. You are likely to already be a successful Headteacher or senior leader with a proven track record of impact and improvement. We are looking for someone who sets high standards, embraces innovation, and understands that excellence is a journey.

Your role will encompass the strategic leadership of teaching and learning, effective organisation of school operations, and the ability to inspire and support an experienced and talented team of colleagues. Strong communication and relationship-building skills will be essential, as you engage with children, families, staff, and the wider community to uphold our values and vision.

Duties and key result areas

Professional duties to be carried out in accordance with the terms and conditions of the current School Teachers Pay and Conditions Document issued by the DFE. The Headteacher would be required to carry out Cheviot Trust's policies concerning racial and sex equality and the rights of people with disabilities in terms of equal opportunity for employment in all posts within the school. The professional duties of the Headteacher shall include:

Strategic direction and development of the school:

- Working with the Trust and School Governing Board to provide vision, leadership and a clear direction for the school.
- Formulating the overall aims and objectives of the school and policies for their implementation.
- Producing, monitoring and evaluating a school development plan, underpinned by sound financial planning, which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
- Securing the commitment of staff, pupils, parents and the wider community to the vision and direction of the school.

Job Description Continued

Strategic direction and development of the school:

- Ensuring that the management, finance, organisation and administration of the school support its vision and aims.
- Arranging for a suitable person to assume responsibility for the discharge of the Headteacher's functions at any time when absent from the school.
- Maintain and develop the Christian ethos of the school, promoting Christian values within a welcoming, well ordered, supportive, purposeful and stimulating context for everyone involved
- Uphold and articulate a distinctively Christian vision, which enables adults and pupils to live and learn together, so they can flourish and have life in all its fullness.
- Ensuring that safeguarding and protecting children is a core priority to the school's work within a culture of vigilance.

Teaching and learning:

- Promoting and securing good teaching, effective learning, high standards of achievement, good behaviour and discipline within a safeguarding culture.
- Determining, organising, implementing and monitoring the curriculum and its assessment in order to identify and act on areas for improvement.
- Monitoring and evaluating the quality of teaching and standards of learning and achievement of all pupils, including those with special educational needs, in order to set and meet challenging, realistic targets for improvement.
- Creating and maintaining an effective partnership with parents to support and improve pupils' achievements and personal development.

Leading and managing staff:

- With the School Governing Board, participating in the selection and appointment of the teaching and non-teaching staff as appropriate to ensure that appointees have the potential to achieve the agreed aims of the school.
- Deploying and managing all teaching and support staff and allocating particular duties, including such duties of the Headteacher as may be properly delegated, in a manner consistent with conditions of employment.
- Implementing and sustaining effective systems for the management of staff performance, incorporating targets for teachers, including targets relating to pupils' achievement.
- Motivating and enabling all staff in the school to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs.

Efficient and effective deployment of staff and resources:

- Working with governors and senior colleagues to recruit staff of the highest quality.
- Deploying and developing all staff effectively in order to improve the quality of education provided.
- Setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control.
- Managing and organising accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

Job Description Continued

Efficient and effective deployment of staff and resources:

- Managing, monitoring and reviewing the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money.
- Ensuring all staff, volunteers and others that work with children are safe, by following appropriate procedures.

Accountability:

- Providing information, advice and support to the School Governing Board to enable it to meet its responsibilities.
- Reporting to the School Governing Board, Trust Board and other Stakeholders.
- Creating and developing an organisation in which all staff recognise that they are accountable for the success of the school.
- Presenting a coherent and accurate account of the school's performance in a form appropriate to a range of audiences including those deployed to inspect the school formally.
- Ensuring that parents and pupils are well informed about the curriculum attainment and progress, and about the contribution that they can make to achieving the school's targets for improvement.
- Ensuring that parents and pupils are well informed about the curriculum, including changes to the Ofsted and SIAMS frameworks, attainment and progress, and about the contribution that they can make to achieving the school's targets for improvement.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the school: the ISR has been established on this basis.



Person Specification

Key to assessment methods (a) application, (i) interview, (r) references, (t) ability tests, (q) personality questionnaire, (g) assessed group work, (p) presentation (o) other case studies/visits

SPECIFICATION	ESSENTIAL	DESIRABLE	ASSESSMENT
<p>Knowledge and qualifications</p>	<p>DFE qualified teacher status.</p> <p>Knowledge of what constitutes quality in educational provision.</p> <p>Knowledge of behaviour management.</p> <p>Knowledge of how to use comparative data, to establish benchmarks and set targets for improvement.</p> <p>Knowledge or experience of the Statutory Inspection of Anglican and Methodist Schools (SIAMS).</p>	<p>National Professional Qualification for Headship</p>	<p>(a) (i) (r) (g) (o) (p)</p>
<p>Experience</p>	<p>Management experience at Assistant or Deputy Headteacher level or equivalent.</p> <p>Experience in monitoring and evaluating the quality of teaching and learning.</p> <p>Evidence of working successfully as a member of a team.</p> <p>An up to date working knowledge of the National Curriculum.</p> <p>A breadth of appropriate classroom teaching experience.</p> <p>Evidence of successfully developing parental/community involvement.</p> <p>Experience of successfully leading whole school change.</p> <p>Excellent teaching across the primary age range.</p> <p>Experience of Designated Safeguarding responsibilities.</p>	<p>Teaching experience across the 2-9 age range.</p> <p>Experience of successfully developing a range of teaching styles.</p> <p>Experience of budget monitoring.</p> <p>Teaching in more than one school.</p> <p>Experience of national initiatives where they apply to primary phase schools.</p> <p>Experience of working in a Trust or as a partnership of schools to a common aim.</p>	<p>(a) (i) (r) (o) (p)</p>

Person Specification Continued

Key to assessment methods (a) application, (i) interview, (r) references, (t) ability tests, (q) personality questionnaire, (g) assessed group work, (p) presentation (o) other case studies/visits

SPECIFICATION	ESSENTIAL	DESIRABLE	ASSESSMENT
Skills and competencies	<p>Think strategically, make decisions and communicate effectively.</p> <p>Ability to lead and manage people to work towards common goals.</p> <p>Use coaching skills to support staff appropriately.</p> <p>Demonstrate personal enthusiasm for and commitment to the learning process.</p> <p>Prioritise, plan and organise themselves and others.</p> <p>Think creatively to anticipate and solve problems.</p> <p>Ability to initiate and manage change successfully.</p> <p>Ability to monitor and evaluate standards and quality.</p> <p>Ability to motivate and inspire pupils, staff, parents, governors and the wider community.</p> <p>Ability to communicate effectively to a range of audiences.</p>	<p>Ability to support other schools with shared projects.</p>	<p>(a) (i) (r) (o) (p)</p>
Physical, mental and emotional demands	<p>Working under pressure and with competing priorities.</p> <p>Emotional resilience</p>		<p>(a) (i) (r) (o) (p)</p>

Person Specification Continued

Key to assessment methods (a) application, (i) interview, (r) references, (t) ability tests, (q) personality questionnaire, (g) assessed group work, (p) presentation (o) other case studies/visits

SPECIFICATION	ESSENTIAL	DESIRABLE	ASSESSMENT
Other	<p>Commitment to the promotion of equality access, inclusion and diversity opportunity.</p> <p>Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment for pupils.</p> <p>Proven ability to develop strategies for risk assessment and to evaluate risk to oneself and to others and to take appropriate action.</p> <p>Maintain and develop Christian ethos of the school.</p> <p>Commitment to the school's Christian vision and its foundation as a Church school.</p> <p>Maintain and develop relationships with local church/es to enhance the school's ability to live out its Christian vision.</p>		(a) (i) (r) (o) (p)



Contact us

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