



**Headteacher of Oakbridge
CofE Primary School,
Northallerton**

**Full Time, Permanent
Required for September 2025
Salary L11-L17, £63,815-£73,819**



Closing Date: Wednesday 23rd April 2025, 9:00am

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Welcome from the CEO Trust Chair and LGB Chair

Dear Prospective Applicant

On behalf of the Dales Academies Trust and the Governors of Oakbridge CofE Primary School we would like to thank you for showing an interest in the above unique position, which combines Headship of the Trust's newest school with school improvement activities across the Primary phase.

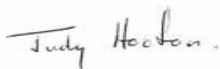
Oakbridge is a new build, one form entry Free School, via the LA presumptive route, which opened its doors to a cohort of Reception age pupils in September of this year. It will grow a year group at a time over the coming six years. There are currently 18 pupils within the school, which also currently houses one of the two Dales Trust offices. Oakbridge aims to serve the community by providing an education of the highest quality within the context of Christian belief and practice. It promotes Christian values through the experiences it offers to all its pupils.

Our Trust has grown in recent years and further to the appointment of our Director of Primary we are looking to expand our dedicated Primary school improvement capacity; this role will, for the duration of the growth of the school through to Y6, provide that capacity and expertise.

This will be a challenging, yet exciting role for a dynamic, creative and reflective individual to lead Oakbridge on its journey of growth and contribute significantly to the performance of the Trust Primary schools. Committed to collaboration for the benefit of all pupils within the school, with the local area schools and across the Trust, the successful candidate will be joining a group of talented and driven leaders who have the full support of the CEO and Trust Board.

Visits to the school are warmly welcomed and encouraged. Please email (recruitment@dalesmat.org) or contact the Dales Academies Trust Office on 03301242618 to make an appointment to see the school at work.

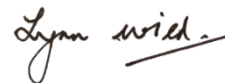
Yours sincerely,



Judy Hooton
Chair of the Dales Trust
Board



Damian Chubb
Dales CEO



Lynn Wild
Chair of Governors

Headteacher of Oakbridge CofE Primary School, Northallerton

**Full Time, Permanent
Salary L11-L17, £63,815-£73,819
Required for September 2025**

Oakbridge CofE Primary School is a Church of England, one form entry, new build Free School, located in North Northallerton that will grow year on year from September 2024. It is currently home to a cohort of 18 Reception pupils. If the need arises locally, plans exist to expand the school to two form entry. Dales were named as sponsors after a competitive process in 2021.

Our Christian Vision

With love and compassion, we nurture kind children who care deeply. Rooted in our community and valuing God's world, we share a responsibility to the world around us. Everything is possible through our courage and determination to learn and achieve excellence together.

The Appointment:

Nikkie Godbold, the Trust Director of Primary is the founding Headteacher of Oakbridge , and has ensured that the very highest of standards have been attained in setting up the school and achieved in the ongoing delivery of a high-quality education for our first cohort of children. This next phase of the leadership plan for the school will see the appointment of a Headteacher who will also work with the Director of Primary in support of all Trust Primaries in a school improvement capacity. Initially the successful candidate will work the equivalent of approximately two days per week in the Headteacher role and three days in the school improvement role; this will change over time as the school increases in size.

The successful candidate will be an exceptional individual whose vision aligns with that of the Trust and the school. They will be an experienced and credible leader who has the skills to provide school improvement support to support staff, and teachers, as well as middle and senior leaders. They will be an inspirational leader who models the behaviour they expect of others and capable of building sustainable structures and strategies. Equally comfortable working on their own, in small groups or across larger groups of Trust Primary staff, they will identify as an innovator, a lateral thinker who has an eye for detail but the ability to see the bigger picture and will be at all times, driven to achieve the best for the pupils within our schools.

The successful candidate will join our community of excellent, mutually supportive, strategically minded practitioners, committed to the Trust's ethos and ready to continue their own professional development.

We are looking for a proven leader who will:

- Actively live out and embed the Christian Vision and core Christian values of the school.
- Be committed to developing others and be passionate about curriculum development.
- Be a dynamic leader who can inspire, support and develop the talents of pupils and staff to achieve the highest standards.
- Be passionate about ensuring every child achieves, to the best of their ability, through exceptional teaching & learning.
- Be adept in balancing appropriately the operational and strategic demands of the role.
- Be experienced in, and committed to, developing and nurturing collaborative partnerships both within the local community and across the wider Trust area.
- Be committed to the principles of appropriate accountability seen as a framework in which to achieve excellence for all.
- Consistently model the behaviour expected from staff and pupils.
- Be passionate in developing a learning experience that genuinely meets the needs of all learners, particularly those with SEND.
- Ensure the curriculum and learning experiences on offer are exciting, inspirational and prepare pupils for their next stages in education.
- Be a team builder and effective communicator.
- Be a lifelong learner.
- Endeavor to value not only the academic success of our children, but also their individual talents and achievements in other fields.

The school / Trust can offer:

- A working environment with a strong sense of community and moral purpose.
- Happy, confident pupils who are eager to learn.
- A highly skilled, enthusiastic, dedicated staff, committed to achieving the best outcomes for their pupils, through high quality pastoral care and teaching & learning.
- A proactive and supportive Local Governing Body.
- A school with an exceptional learning environment both internally and externally.
- A wide range of professional development opportunities, within the school's context and the wider Trust.
- Unlimited support for school leaders in their pursuit of excellence.
- A unique opportunity to support school improvement across our primaries.

The skill set we have laid out is both extensive and diverse. Impact in your current role is important but so is your educational vision and philosophy. If you feel you have the right combination of experience and vision, we would be very interested to hear from you.

The successful post holder will be jointly line managed by the CEO and the Director of Primary and also accountable in the Headteacher role, to the Chair of the LGB.

Interested candidates can request an application pack by emailing the Trust, recruitment@dalesmat.org or alternatively can download it from the Trust website (www.dalesmat.org) Visits to the school are welcome but by appointment only, please telephone 01609 561020 to arrange an appointment.

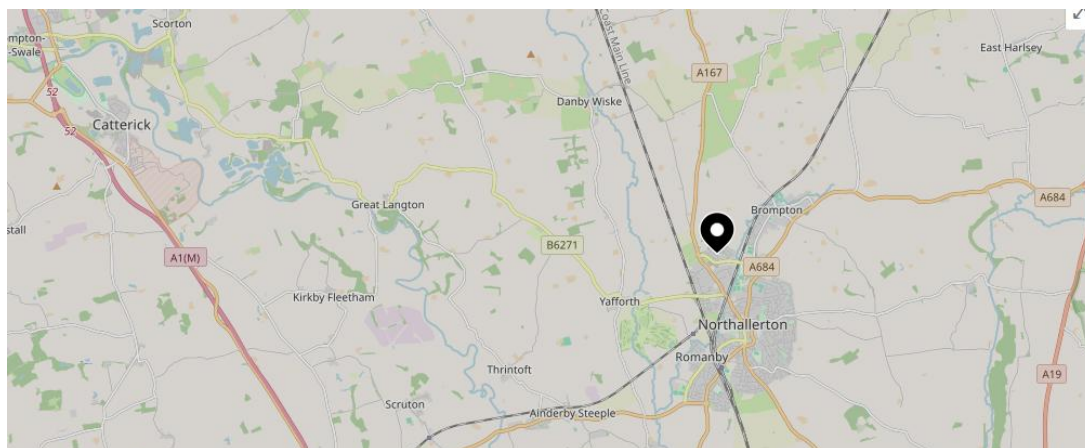
Closing date: Wednesday 23rd April 2025, 9:00am

Interviews: Week commencing 28th April 2025

Anticipated start date: September 2025

Dales Academies Trust is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy, and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

How to find us



**Oakbridge CofE Primary School
Alvertune Road
Northallerton
DL6 2GD**

About Oakbridge CofE Primary School

Our Vision and Values

"Growing compassionate and courageous learners; building successful futures".

Vision Statement

With love and compassion, we nurture kind children who care deeply. Rooted in our community and valuing God's world, we share a responsibility to the world around us. Everything is possible through our courage and determination to learn and achieve excellence together.

Theological Underpinning: Wise and foolish builders Matthew 7:24-7

The Wise and Foolish Builders

²⁴ "Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. ²⁵ The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. ²⁶ But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. ²⁷ The rain came down, the streams rose, and the winds blew and beat against that house, and it fell with a great crash."

Our School Values

Our school values are taken from our vision statement. They are love, compassion, community and courage.

Love: We value love at Oakbridge and are committed to a loving and nurturing ethos where pupils feel safe, loved and valued.

Compassion: We value compassion and will model and develop compassion in our children for each other, their adults, the wider community and the world around them.

Community: We value community as we are part of building a new community in North Northallerton. Our school is a hub for the local community, including for worship, community use and support. We aim to develop a sense of responsibility in our pupils to contribute to their community.

Courage: We value courage in our pupils and will encourage them to take risks in their learning and have courage to make the right choices in their behaviour in school and beyond.

These values will allow us to put God's words into practice, like the wise man who built his house on the rock.

Our School

Oakbridge CofE Primary School is a one form entry school in the North of Northallerton. Currently there are 18 Reception children on roll and the school will admit a new Reception intake each year until our original cohort are in Year 6. The building is brand new and has been carefully designed to meet the needs of our local community.

The school includes seven classrooms, an atelier (art studio), a well-stocked library, SEND spaces and a large multi-use hall. The design of the spaces, furniture and displays in school have been well-considered. We have exceptionally high expectations for our pupils and the learning environment reflects this.

Oakbridge CofE Primary School is a warm, welcoming school. There is a sense of calm in the school as well as an already embedded culture of nurture.

For further details please visit our school website: [Here](#)

About Dales Academies Trust

'Together for Excellence'

Dales Academies Trust (Dales) was established in 2017 as a Multi Academy Trust (MAT), with sponsor status, for the northern church schools of the Church of England dioceses of Leeds and York.

As with the other church MATs across both dioceses, the Trust is open to church and non-church schools with a core purpose of providing an inclusive education for children of any ability, culture, gender, sexuality, faith or no faith. The ethos is derived from, and informed by, the Church of England's commitment to education and schooling over more than 200 years.

Dales welcomed its first community school into the Trust in 2020 when Carnagill Community Primary School became the fourteenth setting to join our family of schools. To date Dales consists of the following schools:

School	Date of joining the Trust
All Saints CE Academy (Secondary)	September 2017
Eppleby Forcett CofE Primary School	November 2017
Middleton Tyas CofE Primary School	November 2017
Trinity Academy Richmond	November 2017
East Cowton CofE Primary School	November 2017
Kirkby Fleetham CofE Primary School	November 2017
Barton CofE Primary School	December 2017
Ravensworth CofE Primary School	December 2017
South Otterington CofE Primary School	January 2018
Croft CofE Primary School	January 2018
Ainderby Steeple CofE Primary School	January 2019
Thornaby CofE Primary School	July 2019
St Francis CofE Primary School	August 2019
Carnagill Community Primary School	April 2020
Great Smeaton Primary School	April 2024
Oakbridge CofE Primary School	September 2024

Oakbridge CofE Primary School is the Trust's first Free School, with Dales being named as the sponsor after a competitive process in April 2021; it opened with a cohort of Reception children in September 2024.

Everything we do is informed by our Vision that 'Working together for excellence, and rooted in quality, collaboration and care, we deliver exceptional learning experiences through inspirational teaching and nurturing a love of life-long learning. We dare greatly, travel hopefully and enable each other to flourish'.

In practice, for example, we have established a range of networks within the Trust, including the Primary Headteacher Partnership, which has at its heart, a focus on self-supporting school improvement, as well as subject partnerships, Early Years, SEND and

a Chair of Governor’s Forum. In addition to this all schools continue to play an active role in partnerships beyond the Trust with settings being part of their local networks, senior MAT leaders linking with Teaching School Hubs and the CEO sitting on the Hambleton & Richmond Locality Board. We are committed to working in partnership to ensure the best possible outcomes for all pupils in Trust schools.

The Trust 5-Year Strategic Plan was published in January 2021; it focuses on three key areas, namely:

1. Ensure the best possible outcomes for all pupils	2. Recruit and retain the best staff	3. Grow appropriately, becoming a sustainable, viable organisation
through timely, intelligence led, research informed school improvement activities utilising high quality support and effective collaboration within a supportive accountability framework.	through establishing Dales as an employer of choice, committed to the ongoing development of its staff through rigorous, personalised, evidence based CPD and effective talent management at all levels of the organisation.	through optimisation of financial efficiencies, infrastructure and processes, to ensure fitness for purpose, and further informed by relationships with networks and organisations beyond the Trust.

All Trust Headteachers are actively involved in the delivery of the strategy and have within their Performance Management, a Trust objective, focused in the first instance on an area of particular interest to them that will benefit all.

Our successes to date have been due to the focused teamwork of leaders and staff in all schools operating within an organisation that has worked hard to establish its accountability framework as a driver for excellence.

Dales is at an exciting stage in its development with the establishment of even closer working between the practitioners in its schools and ongoing conversations with a number of schools interested in joining. We are very keen to maintain this momentum and are actively looking for creative and driven team players who will work with us on delivering the next phase of our growth.

Further details about the Trust can be obtained by visiting our website www.dalesmat.org and the Safeguarding & Child Protection Policy can be viewed via this [link](#).

JOB DESCRIPTION

Headteacher

Oakbridge CofE Primary School

“Growing compassionate and courageous learners; building successful futures.”

Key responsibilities and accountabilities

- To fulfil all the requirements and duties as set out in the School Teachers’ Pay and conditions Document relating to the Conditions of Employment of Head Teacher.
- To meet the National Standards for Headteachers as published by the DfE.
- To seek to achieve any performance criteria, objectives or targets agreed with or set by the Trust or School’s Local Governing Body in accordance with the requirements set out in the agreed School Teachers’ Pay and Conditions Document.
- To deliver school improvement in line with the primary school improvement strategy in partnership with the Director of Primary.
- To take a leading role in the Trust’s subject networks to deliver school improvement at scale.
- To support the delivery of excellent Teaching and Learning throughout all Trust Primaries through the promotion of high professional standards and strong pedagogical practices.
- To promote and safeguard the welfare of all children and young people within the school, by ensuring that the school’s policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils, parents, and others feel able to raise concerns and that these are addressed sensitively and effectively.

The School’s Local Governing Body wish a particular emphasis to be placed upon the following:

In the light of the school’s Church of England foundation and their commitment to sustaining and developing their Christian ethos and values, the purpose of the role of Headteacher at Oakbridge CofE Primary School is:

1. To raise standards across the schools with particular reference to academic performance so that all pupils achieve to the very best of their ability.

2. Deliver and ensure an enriched, broad and high-quality curriculum, which delivers high standards, expectations and outcomes for all pupils.
3. Demonstrate and promote a distinctive Christian Vision and Christian values, set in the context of the Church of England's vision for education for the school in everyday working practice through optimistic personal behaviour, building of positive relationships and attitudes towards pupils and staff, and towards parents, governors and members of the wider community. Rooted in mutual respect, to ensure proper professional boundaries, and to treat each person as a unique individual of inherent worth.
4. Be responsible for working in close partnership with the Trust and Local Governing Body, stakeholders and Diocese to ensure the vision for the school is delivered.
5. To be accountable to the Trust and school's Local Governing Body on progress made against the School's Development Plan objectives, making recommendations as to future priorities and actions.
6. To establish a vision of school improvement and to lead the staff and Local Governing Body to implement, review and evaluate the impact of the School Development Plans.
7. Ensure other members of the leadership team and individuals within the school have an opportunity to and are actively encouraged to make the development of staff even more important and to develop their leadership qualities and experience.
8. To lead in the provision of and delivery of outstanding learning and teaching.
9. To establish a reflective culture through a process of rigorous self-evaluation, including quality assurance and performance management at all levels.
10. To develop, inspire and motivate effective teams to deliver high quality education and thereby raise standards across the school.
11. Manage the financial and human resources effectively and efficiently to achieve the schools' Christian Vision and values in line with legal requirements.

General

The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.

The postholder must be flexible to ensure the operational needs of the schools are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work areas in the school.

The Health and Safety at Work Act (1974) and other associated legislation places responsibilities for health and safety on all employees. Therefore, it is the postholders responsibility to take reasonable care for their own the Health, Safety and Welfare and other employees in accordance with legislation and the school's Health and Safety policies and procedures.

HEADTEACHER PERSON SPECIFICATION

The Selection Panel will be looking for evidence to support the following criteria. When completing your application please demonstrate evidence for each of the elements below.

Please note that your application will be shortlisted upon how well your application demonstrates you meet the person specification criteria detailed below.

KEY

A = Application	R = References	SA = Selection Activity	P = Presentation
FI = Formal Interview	E = Essential	D = Desirable	M = Meets Criterion

No.	Criteria	E/D	Sources of evidence					
			A	R	SA	P	FI	M
QUALIFICATIONS AND TRAINING								
1	Qualified Teacher Status	E	✓					
2	Honours Graduate or equivalent	E	✓					
3	NPQH qualification, or willingness to work towards this.	D	✓					
4	Commitment to continuous training and further professional/academic study appropriate to the role.	E	✓					
EXPERIENCE								
5	Proven experience of successful senior leadership and management experience, for example at Assistant Headteacher, Deputy Headteacher or Headteacher level in a Primary setting.	E	✓	✓				
6	Proven experience of teaching in more than one primary settings.	D	✓	✓				
7	Evidence of supporting successful school improvement planning and implementation.	D	✓		✓			
8	Experience of monitoring and improving the quality of Teaching & Learning.	E	✓		✓	✓	✓	
9	Successful experience of leading and managing change, innovation and achieving high performance.	E	✓	✓			✓	
10	Successful experience of developing relationships and partnerships with key stakeholders.	E	✓		✓	✓	✓	

No.	Criteria	Sources of evidence						
		E/D	A	R	SA	P	FI	M
KNOWLEDGE								
11	Up-to-date knowledge and understanding of education and school systems including leading a school within a MAT.	D	✓			✓		
12	A thorough knowledge of the National Curriculum, Ofsted and SIAMS frameworks and a strong grasp of contemporary educational issues.	E	✓		✓			
13	The knowledge and understanding for the provision of an inclusive education that meets the needs of all pupils.	E	✓	✓			✓	
14	Knowledge of key strategies for raising pupils' achievement and further developing and improving effective Teaching and Learning.	E	✓		✓	✓		
15	A deep understanding of what makes an exceptional and ambitious Primary curriculum, relevant education theory which underpins this and how to put this into practice.	E	✓					
SKILLS The ability to:		E/D	A	R	SA	P	FI	M
16	Actively support and embed the Christian Vision and core Christian Values of the school and other CofE schools within the Trust.	E	✓	✓	✓	✓	✓	
17	Communicate effectively with all stakeholders, having excellent oral, written and listening skills	E	✓	✓	✓	✓	✓	
18	Motivate and empower stakeholders to meet school improvement priorities.	E	✓		✓	✓	✓	
19	Monitor and evaluate the work of others, including teachers and leaders, and to offer support and intervention where necessary.	E	✓			✓		
20	Deliver engaging and impactful professional development for a range of staff.	E	✓				✓	
21	Manage staff effectively, within appropriate accountability frameworks, supporting their further development and holding them to account when necessary.	E	✓				✓	
22	Raise standards through implementing research informed practice	E	✓	✓	✓	✓	✓	
23	Manage the school's financial and human resources effectively and efficiently	E	✓		✓	✓	✓	
SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE		E/D	A	R	SA	P	FI	M

24	Current knowledge on recent national and local safeguarding and child protection developments.	E	✓	✓			✓	
25	Promote safeguarding as the responsibility of everyone; ensure that the principles of safeguarding underpin school policy and practice.	E	✓		✓		✓	

Dales Academies Trust is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children. This post is exempt from the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 as amended.

Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with pupils as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service. An online search will be undertaken for those candidates shortlisted.

Visits to the School

Visits to the school are warmly welcomed by prior arrangement, you will not be disadvantaged if you are unable to visit; we recognise that on this occasion there is a very limited timescale in which to undertake a visit. Please contact us on 01609 561017 or email recruitment@dalesmat.org to arrange an appointment. The visit will give you an opportunity to ask questions about the role and the school to assess if this is somewhere you would like to work.

Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff and governors. We carefully check all applications for anomalies.

Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within three days of the shortlisting date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last, employer.

Interview Process

The interview process will consist of a number of tasks and activities including a formal interview, over two days. These are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity.

Final Selection

Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Provision of proof of identity and qualifications

Timeline

Closing date: Wednesday 23rd April 2025, 9:00am

Interviews: Week commencing 28th April 2025

Anticipated start date: September 2025

Venue: Oakbridge CofE Primary School, Northallerton

We very much look forward to receiving your application.