

Rosebrook

Headteacher

ROSEBROOK PRIMARY SCHOOL

APPLICATION PACK

AdAstra Academy Trust

WORKING TOGETHER FOR CHILDREN

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AdAstra Academy Trust

Rosebrook

Dear Applicant,

Thank you for your interest in the position of Headteacher at Rosebrook Primary School. This is an exciting opportunity to join a vibrant, inclusive school where we are all committed to ensuring that every child receives the very best education and experiences we can provide.

At Rosebrook, we pride ourselves on being a welcoming and forward-thinking school. We value teamwork, inclusivity, and a relentless drive to help every child succeed. The successful candidate will join a committed and talented staff team who always go the extra mile for our pupils.

This post would ideally suit an innovative, dynamic, visionary individual to make a lasting impact on this school community. Joining Rosebrook as Headteacher means stepping into a role where you can make a real difference. With the support of a dedicated Trust team, you will have the opportunity to implement your vision and strategies to elevate Rosebrook Primary to new heights.

If you are ready to take on this exciting challenge, we encourage you to apply for the Headship at Rosebrook. Together, we can create an outstanding educational experience for our children. Please contact me, in confidence, **via andy.brown@adastraacademytrust.com** to discuss the postand to arrange a personal visit to Rosebrook Primary School.

For more details, please visit the Ad Astra careers page via *Careers - Ad Astra Academy Trust* (adastraschools.org)

We look forward to receiving your application and learning more about how you can contribute to the future success of Rosebrook. I am keen to meet with all interested applicants.

ANDY BROWN OBE
Chief Executive Officer,
Ad Astra Academy Trust



WORKING TOGETHER FOR CHILDREN

AdAstra Academy Trust

Ad Astra believe that we are unique and different – we learn as much from our family of schools as they do from the Trust.

We strongly believe as Michael Fullan said: "Isolation is the enemy of improvement". *'Leading in a Culture of Change' [2007].*

As a Trust we have **HIGH SOCIAL CAPITAL** based upon;

- **TRUST**
- **RECIPROCITY**
- **GOODWILL TOWARDS ONE ANOTHER**
- **OPENNESS AND HONESTY**

Our **VALUES** reverberate across the organisation;

- **SUPPORT**
- **TOGETHERNESS**
- **ACHIEVE**
- **RESPECT**
- **SUCCESS**

WORKING TOGETHER FOR CHILDREN

We think if you choose to work within Ad Astra you will find it will be the best decision you will ever make. As a Trust we strongly believe in 'Maximising the Togetherness'. Ad Astra meaning 'to the stars' and our strapline; 'Stars in the Making' is equally resonant with employees as with our pupils, they can all be the best they want to be within Ad Astra.

I am proud to be CEO of an organisation that is currently one of the largest employers within the Tees Valley. I have been involved in education for over 47 years whilst always being employed within the Tees Valley. I want our Trust to have a positive, national profile using personal leadership experience developed in working for the DfE and as a National Leader of Education for a number of years. ***This is a crucial post in the development of our Trust so feel free to get in touch.***

To learn more about this post and working in our trust please contact me:
andy.brown@adastraacademytrust.com

We look forward to hearing from you.

ANDY BROWN OBE
CEO, Ad Astra Academy Trust



Welcome to Ad Astra Academy Trust

ANDY BROWN OBE
CEO, Ad Astra Academy Trust



Our school values of Determination, Respect, Enthusiasm, Ambition, and Growth Mindset are embedded in daily life. From our Forest School and nature programmes to our vibrant curriculum and inclusive ethos, Rosebrook is a place where children and staff thrive.

“We can be whatever we dream”

At Rosebrook, we are proud to serve a diverse and thriving community. As a large primary school with over 400 children on roll, including Nursery and 2-year-old provision, we are committed to providing an education that nurtures the whole child and unlock potential. Our pupils are happy, enthusiastic, resilient, and a joy to be around.

Many begin their journey with us below national expectations, particularly in communication and literacy, but through care, consistency, and high-quality teaching, they grow into confident, capable learners.

We serve an area of high social and economic disadvantage, and we are proud to be a school that makes a genuine difference. A significant number of our pupils are eligible for the Pupil Premium and/or have Special Educational Needs and Disabilities (SEND), including children with EHCPs. Our additionally resourced provision enables us to meet these needs inclusively and compassionately, with the support of skilled staff and tailored approaches.

In our most recent Ofsted inspection (2025), we were judged Good in all areas, with inspectors praising our ambitious curriculum, high expectations, strong SEND support, and the positive, respectful relationships across our school.

As part of the Ad Astra Multi Academy Trust, we benefit from high-quality professional development, collaborative networks, and opportunities to grow and innovate. Our vision “We can be whatever we dream” is more than a motto; we truly are ambitious for all our pupils and staff. Every member of our team plays a crucial role in creating a safe, stimulating environment where children are challenged, supported, and inspired to achieve their best.





WORKING TOGETHER FOR CHILDREN

HEADTEACHER

Salary range: L18 – L24 £81,457 - £93,414, permanent post, to commence 12th April 2027 (or earlier if possible)

Rosebrook is a one and a half form primary school, located in central Stockton on Tees, with currently 407 pupils on roll. The school includes an additionally resourced provision, working with children with communication and interaction needs. The school has been part of Ad Astra Academy Trust since 2016.

The Trust is seeking to appoint a Headteacher who can demonstrate outstanding practice, and an ability to harness the skills and enthusiasm of all staff and pupils. The successful candidate will work in partnership with the Trust to lead the school on its journey to providing an inspirational education for all, helping to provide the very best for every child and family in the community.

The successful candidate will be someone who is keen to further develop knowledge and skills in all aspects of school leadership and someone who will play the key role in shaping the future of our school. In return, the Headteacher will work with a dedicated and committed staff to build on the considerable and continued successes and achievements of the school. The successful candidate will also benefit from the Trust's highly regarded School Improvement Team.

Rosebrook Primary School has been judged as 'good' by Ofsted in February 2025, "pupils feel safe and happy at Rosebrook and are proud of their school" and "leaders are ambitious for all pupils and have high expectations of what they can achieve."

The Trust are looking to appoint an experienced, inspirational and motivational leader who:

- Passionately cares about children's learning and development.
- Has excellent leadership, managerial and interpersonal skills.
- Has a strong commitment to developing high standards of teaching and learning and continue to raise standards.
- Can motivate the whole school community.
- Can effectively deploy resources to maximum effect.

Candidates are asked to demonstrate their skills and experience that they will bring to the post.

Visits to school are warmly encouraged and candidates are welcome to visit us at a time of their convenience. Please contact Andy Brown OBE, Chief Executive Officer via andy.brown@adastraacademytrust.com to arrange this.

The closing date for applications: **9am, Monday 30th November 2026**
The selection process will be held on both **Monday 7th and Tuesday 8th December.**

REQUESTING AN APPLICATION FORM

Application forms and further details are available via the Ad Astra website site:
https://adastraschools.org/careers/
Candidates must only apply using the application form provided; CV's will not be accepted.
Completed application forms to be emailed to **recruitment@adastraacademytrust.com**

Ad Astra Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such the successful candidate will be required to undergo an enhanced DBS check.

This post is exempt under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020).





JOB DESCRIPTION

HEADTEACHER

RESPONSIBLE TO:

Chief Executive Officer, Ad Astra Academy Trust Board and the Local Governing Body of the School

MAIN PURPOSE:

In accordance with the School Teachers' Pay and Conditions Document and other education and employment legislation, to provide professional leadership to the school which secures its success and improvement, ensuring high quality education for all its pupils and good standards of learning and achievement.

This job description reflects the National Standards for Headteachers.

WORKING TOGETHER FOR CHILDREN

KEY RESPONSIBILITY AREAS:

- Strategic leadership and management
- Leadership and management of pupils' attainment and progress
- Leadership and management of staff
- Leadership and management of the curriculum
- Leadership of learning and teaching
- Financial and resources leadership and management
- Management of resources and premises
- Leadership and management of the school within its community
- Promoting and safeguarding the welfare of children and young people



MAIN DUTIES AND RESPONSIBILITIES:

1. STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL

- Provide inspiring and purposeful leadership for staff and pupils.
- Work in partnership with the Local Governing Body, Academy Trust, staff, and parents generating the ethos and values which will underpin the school.
- Implement a Development Plan which will secure continuous school improvement.
- Translate the vision into agreed objectives and operational plans.
- Develop structures to maximise and deploy both resources and expertise to raise achievement across the school.
- Monitor and evaluate the performance of the school and respond and report to the Local Governing Body or Trust Board as required.
- Ensure that management, finances, organisation and administration of the school supports both the school and trust vision and aims.
- Ensure that school policies and practices take account of national, local and Trust requirements.
- Monitor, evaluate and review the impact of policies, priorities and targets of the school in practice, and take action if necessary.
- Ensure that all those involved in the school are committed to its aims, motivated to achieve them, and involved in meeting long, medium and short term objectives and targets which secure the educational success of the school.



MAIN DUTIES AND RESPONSIBILITIES:

2. TEACHING AND LEARNING

- Maintain an environment that promotes and secures good teaching, effective learning, high standards of achievement and good behaviour.
- Determine, organise, implement and monitor the curriculum and its assessment and ensure that statutory requirements are met, whilst also ensuring the offer is broad, balanced and relevant to our children's needs.
- Support colleagues in ensuring effective curriculum coverage, continuity, progression and challenge through the application of extensive knowledge and well-informed understanding of assessment requirements and arrangements for the subject/ curriculum area.
- Ensure that pupils develop effective study skills and positive attitudes in order to learn more effectively and with increasing independence.
- Determine and implement policies that support and promote excellent outcomes of children in aspect of development.
- Monitor and evaluate the quality of teaching and learning and standards of achievement of all pupils in the school through appropriate methods.
- Determine and implement positive strategies and programmes which ensure continued high standards of pupil behaviour and discipline.
- Develop and maintain effective links with the community, including business and industry, to extend the curriculum and enhance teaching and learning.
- Further develop effective partnership with parents/ carers and the wider community to support and improve pupils' achievement and personal development.
- Ensure that standards in the school reflect national aspirations and that challenging targets are met.
- Promote extra-curricular activities in accordance with the educational aims of the school.

3. LEADING AND MANAGING STAFF

- Directly line manage the Deputy Headteacher and Assistant Headteacher.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment.
- Implement and sustain effective systems for the management of staff performance incorporating performance management and target setting.
- Promote and monitor the continuing professional development of staff, including the induction of early career teachers.
- Ensure that professional duties are fulfilled as specified in the Terms and Conditions of Service of teachers including those of Headteacher.
- Participate in the arrangements made in accordance with the regulations for appraisal and threshold assessment and participate in the identification of areas in which Headteacher would benefit from further training and undergoing such training.
- Ensure that the Deputy Headteacher or suitable person, assumes responsibility for the discharge of the Headteacher's function at any time when absent from school.
- Establish good working relationships with Local Governing Body Members, staff, pupils, parents/ carers and the community.

4. EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

- Work with the Trust and senior colleagues to recruit and retain staff of the highest quality.
- Make arrangements for the security and effective supervision of the school's buildings, their contents and the grounds.
- Set appropriate priorities for expenditure, allocation of funds and effective administration and control.
- Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, community use and health and safety regulations.
- Work with colleagues to deploy and develop all staff effectively in order to maintain and improve the quality of provision and pupil outcomes.
- Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money.

5. ACCOUNTABILITY

- Ensure the continuation of the policy and practices to ensure the continued high standard of safeguarding and promotion of the welfare of children.
- Develop an organisation in which all the staff recognise that they are accountable for the success of the school.
- Present a coherent and accurate account of the school's performance in a form appropriate to the range of audiences, including the Trust Board and Local Governing Body Members, the Local Authority, the local community, Ofsted, and others to enable them to play their part effectively.
- Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and achieving the school's targets for improvement.
- Provide information, objective advice and support to the Local Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, with continued efficiency providing value for money.
- Effectively utilise and account for ring-fenced grants including Pupil Premium to raise standards.
- Carry out any such duties as may be reasonably required by the Trust and Local Governing Body.

The work of schools changes and develops continuously which in turn requires staff to adapt and adjust. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teachers' terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

Whilst the main duties and responsibilities of the post are set out above, each individual task to be undertaken has not been identified. The postholder will be expected to comply with any reasonable request from their line manager to undertake work related to teaching and learning that is not specified within this job description and which is commensurate with the level of the post.

PERSON SPECIFICATION



HEADTEACHER

CATEGORY	ESSENTIAL	DESIRABLE	IDENTIFIED
Qualification	• Qualified Teacher Status • Degree	• Additional leadership qualifications • NPQH	• Application
Experience	• Experience of working across the Primary key stages. • Ability to communicate and relate to all members of the school's community. • Ability in administration and budget management and development. • Curriculum management – effective planning, teaching and assessment. • Substantial experience as a Primary School Headteacher, Head of School, or Deputy Headteacher. • Experience of successfully leading and motivating team(s) in school. • Experience of the successful management of change which has resulted in raising standards. • Experience of developing, leading, planning for and managing staff with due regard to current Teaching Standards. • Experience of relating appraisal to staff professional development. • Experience of curriculum development and of monitoring the impact of the curriculum on pupil achievement. • Experience of the development and implementation of best practice safeguarding procedures. • Experience of contributing to the school's self-evaluation cycle.	• Additional leadership qualifications • NPQH	• Application / references / interview
Professional Development	• Evidence of relevant CPD which includes leadership and management development within the last 2 years.		• Application / references / interview
Skills and Knowledge	• Understand the challenges of leading a fully inclusive school. • Demonstrate good inter-personal skills and an approachable style of leadership. • Skills in effective delegation, distributed leadership, and in motivating staff to achieve outstanding standards. • Ability to communicate effectively both within school and also with the wider school community. • Ability to build on current achievements and continue to raise standards. • Ability to develop a clear vision for the school and inspire and motivate the engagement of others. • Ability to lead and work as part of a caring team. • Understand the needs of primary age children including those with additional needs. • Clearly understand the current Ofsted Inspection framework.		• Application / references / interview
Personal Attributes	• Ability to develop the children spiritually, morally, socially and culturally whilst supporting a broad, creative and inclusive curriculum. • Appreciation of the importance of exploration and development of effective and innovative approaches to school improvement. • Ability to build and sustain effective working relationships and partnerships with staff, trust board members, local governing body, parents/carers and the wider community and demonstrate enthusiasm and sensitivity while working with others. • Ability to work in partnership with schools, key agencies and organisations.		• Application / references / interview

We are committed to safeguarding and promoting the welfare of children. The person appointed must be suitable to work with children and this will be explored and assessed as part of the selection process.

Please note all appointments within the Trust are subject to a declaration of medical fitness by the Trust's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.