

# Headteacher

Apply before Sunday 16th  
February 2025

Nurture | Educate | Achieve | Transform

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# Message from the CEO

Thank you for your interest in finding out more about the role of Headteacher at St Hild's Church of England School. This pack tells you more about our Trust, the role and the person we are looking for.

The NEAT Academy Trust YouTube channel has a welcome video so you can see our Trust in action and find out more about us: [https://www.youtube.com/watch?v=jd8aeTt8\\_pU](https://www.youtube.com/watch?v=jd8aeTt8_pU) and I would encourage you to visit the school website where you can see our whole Trust relational work in practice.

As someone who has worked in education for a number of years, I know that Headship really can be the most rewarding and inspiring job in the world but I also know that it is a very challenging role. I honestly believe that St Hild's Church of England School will provide that real hearts and minds experience for the right candidate alongside being part of a Trust that will absolutely provide support. I wanted to take this opportunity to personally tell you a little bit more about our Trust and our future ambition as we enter an exciting phase of potential growth.

Our Trust is built on the belief that every child can be successful. In collaboration with leaders across the Trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation, allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a Trust and I think now is a really exciting time to join both St Hild's Church of England School and the wider Trust. We, like all Trusts, are developing relationships with schools who share our vision and values as we look to build on our successes and create a stronger trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families, but that we can make a greater difference by being together.

I'm confident that this new opportunity to lead St Hild's Church of England school will offer the right person the next step on a long-term career path with NEAT. I was appointed as CEO from a headship role within the Trust and we are committed to growing our own exceptional leaders.

We believe we make a greater difference by working together as one Trust and having shared values at the heart of everything that what we do. We'd love to hear from you if you also share this view and the values of the school.



**Debi Bailey, Chief Executive Officer**

# Message from the Chair

Thank you for your interest in our vacancy for a Headteacher at St Hild's Church of England School.

St Hild's is a warm and inclusive secondary school, serving the west end of Hartlepool. Through its links with Holy Trinity and St Hilda's churches, the school seeks to provide its pupils and the local community with an educational environment that is centred around Christian values.

It's an exciting time at St Hild's, the school is on an upward trajectory and its staff and Local Governing Committee (LGC) are focused on improving outcomes for all pupils. Within a strongly relational approach, the experiences of pupils and wider community stakeholders inform decisions to support and inspire pupils in achieving their goals.

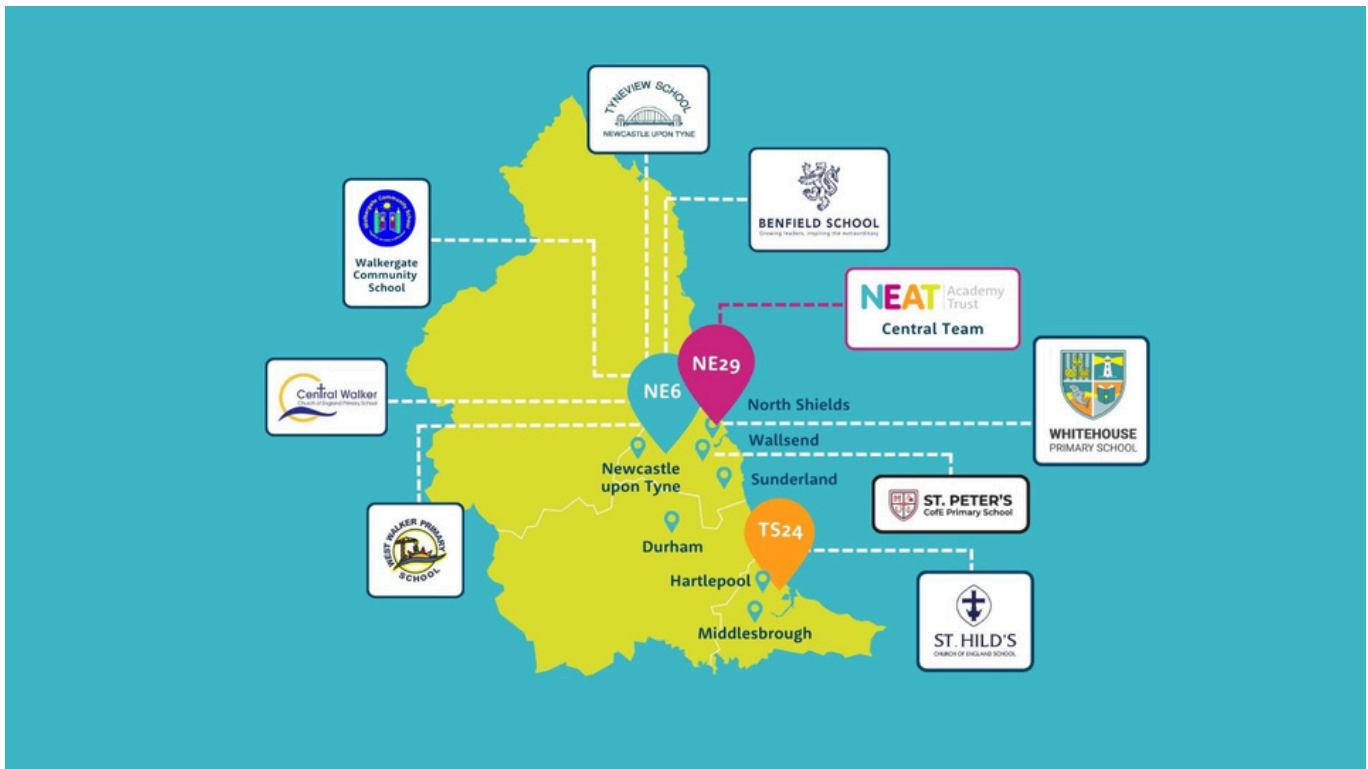
We need a leader who will help build on our recent improvements and who can use their leadership skills to continue to push St Hild's forward, through establishing strong, credible, and long-lasting relationships with students, parents/carers, the local community, staff, our LGC and NEAT Academy Trust.

This is a unique opportunity to make a real difference to St Hild's, its pupils and staff, and the local community.

**Carl Bellwood, Chair of the Local Governing Committee**

# About NEAT

Our Trust was established in 2017 and currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool.



We are a “mixed” multi academy Trust as we have three Church of England schools and five schools without a religious character. The Trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the Trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.



**8 schools**



**£35 million budget**



**500+ employees**



# About NEAT

## Making a difference

Each school is encouraged to have its own ethos and character but to work collectively as one Trust to achieve our shared purpose, vision and strategic priorities.

## Our shared purpose

**We exist to nurture, educate, achieve and transform together.**

### Nurture

**We support and challenge to enable growth.**

### Educate

**We prepare successful, lifelong learners.**

### Achieve

**We strive to be the best we can be.**

### Transform

**We provide experiences and opportunities that enrich and empower.**

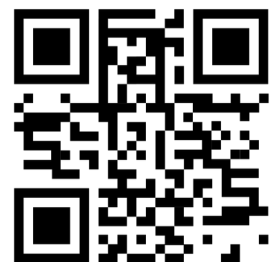
## Our Vision 2021-2026

We are one Trust working with partners to grow potential.

## Our Governance

The Trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the Trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

## Find out more



# About St Hild's Church of England School

We are a fully inclusive 11-16 school in the heart of Hartlepool which has a rich cultural diversity and strong sense of community. We are proud of our distinct Christian ethos, that remains evident in our aim to ensure that each child enjoys their education and is able to achieve the best they can; academically and in their personal and social development. With this foundation, our pupils have a strong platform to be confident, happy and are able to achieve their aspirations.

St Hild's Church of England School has been part of the NEAT Academy Trust family of schools since 1st April 2021. We are proud to be guided by the Trust's common purpose to nurture, educate, achieve and transform.

Our Ethos Statement sets out our determination to provide high quality education in a Christian and fully inclusive context. Our Core Values of care, equality, honesty, respect and responsibility are evident in our everyday life. We are very proud of our school and its pupils and take every opportunity to celebrate our many successes.

St. Hild's pupils enjoy modern facilities which support our high aspirations for them. In particular, our impressive CECA building offers a hub for creativity, with a range of facilities from theatre to dance studios and meeting rooms to band rehearsal space, available to our students and the public to perform, rehearse or host.

Our approach to education is built on sound, traditional teaching which has stood the test of time, enhanced by innovative and creative methods of curriculum delivery; our focus is on learning and we try to make the decisions that parents and carers would make for their own children if they could.

We work tirelessly to ensure each child enjoys their education and is able to achieve the best they can, both academically and in terms of their personal and social development. "Life in all its fullness" John 10:10, is our vision and we work hard to make this a reality.

## Hear from our pupils

Because pupil voice is important to us, we asked some of our pupils 'what makes a good Headteacher' click the link below to view what they had to say:



# The Advert

## St Hild's Church of England School

Headteacher

Leadership Group Pay Range L25 - L31 (£89,830 - £103,010 per annum)

To start September 2025

We invite interest in this opportunity to lead St Hild's Church of England School, which is one of eight schools within NEAT Academy Trust. At the heart of our Trust is the aim to nurture, educate, achieve and transform the lives of young people and our communities.

St Hild's Church of England School is a rapidly improving school, as evidenced by our recent SIAMS inspection. We are an inclusive school and continues to grow, providing a thriving learning environment for all of our pupils.

Our journey to ensure improved whole school progress and attainment outcomes for all learners is already underway and we need the right person to work with our Senior Leadership Team and other colleagues to drive forward our key priorities and plans.

We are looking for an inspiring leader, with the drive and vision to build upon the school's successes to date and develop a shared expectation of high educational standards in the school. You will continue the school improvement journey of St Hild's Church of England School, champion our young people and relentlessly strive for the very best. This post offers a rare opportunity to work in real collaboration across both primary and secondary phase leading to exciting, innovative practice.

The ideal candidate:

- Has an excellent understanding of teaching and learning and SEND practice
- Has proven leadership qualities and ability to challenge, inspire and motivate colleagues
- Has a proven record as an innovative, resourceful and decisive leader; and
- Can actively participate in and develop further, schools' partnerships across the Trust and with the local community.

**Interested in finding out more about this unique opportunity?** We would welcome school visits from potential candidates on Monday 10th February (am) and Thursday 13th February (pm). To arrange a date and time please get in touch with the NEAT HR Team, at [HR@neatat.org.uk](mailto:HR@neatat.org.uk). For an informal chat, please contact our CEO Debi Bailey, at [d.bailey@neatat.org.uk](mailto:d.bailey@neatat.org.uk).

**Interested in applying?** If you share our passion and believe you can make a difference, please read the accompanying job description and person specification and complete an application form by clicking 'apply now' no later than midnight on Sunday 16th February 2025.

### Expected interview dates - 12th & 13th March 2025

NEAT is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. This position is exempt from the provisions of the Rehabilitation of Offenders Act and a satisfactory Enhanced DBS from the Disclosure and Barring Service is required as part of pre-employment checks. For shortlisted candidates, we will conduct an online search as part of our screening.



# Job Description

<b>Job Title:</b>	Headteacher		
<b>School:</b>	St Hilda Church of England School		
<b>Grade:</b>	Leadership Pay Range L25 – L31		
<b>Responsible to:</b>	Chief Executive Officer		
<b>Responsible for:</b>	School teaching and support staff		
<b>Date:</b>	January 2025	<b>Status:</b>	Final
<b>Job purpose:</b>	To provide high calibre, professional leadership to the school which secures its success and improvement, ensures high quality education for all its pupils and excellent standards of learning and achievement.		

## Main responsibilities Strategic direction and development of the school

1. Create a culture of high expectations for all pupils which drives the school's performance.
2. Working with the governing committee, develop the shared vision and development plan for the school which is responsive to the needs of pupils, staff and the local community. At the core of this should be the educational, personal and spiritual development of the pupils.
3. Continue to develop the Christian ethos of the school so that it is intrinsic and permeates all aspects of the school's life and curriculum, making a key contribution to high academic achievement and the strengthening of our community.
4. Secure the commitment of all to the vision and direction of the school through passionate and articulate communication.
5. As the development plan is implemented, identify priorities and targets for ensuring that pupils achieve high standards and make at least good progress, increasing teachers' effectiveness and securing further school improvement.

## Leading teaching, learning and assessment

6. Ensure that sound strategies are in place for monitoring and evaluating the quality of teaching and the achievement of all pupils, using benchmarks and setting challenging targets for improvement, including for pupils with special educational needs, more able pupils and pupils from disadvantaged backgrounds.
7. Promote excellence in teaching, learning and assessment, focusing on pupils' attainment, progress and development (spiritual, moral, social and cultural, as well as academic).

8. Sustain a culture of support, professional challenge and high expectation, and robustly tackle any underperformance.
9. Ensure that effective and appropriate pastoral support is available to pupils and staff.
10. Further develop a curriculum that meets statutory requirements and the needs of individuals and groups of pupils, and which is also innovative and inspiring.
11. Through rigorous monitoring and evaluation, identify and act on areas for improvement in relation to the curriculum and assessment.
12. Develop an inclusive and supportive approach so that the school is a place where all young people feel welcome and flourish.

### **Raising aspiration and achievement:**

13. Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style.
14. Work with the governing body and other key partners to recruit and retain staff of the highest quality, and manage their workload to achieve the school's goals.
15. Ensure that the needs and aspirations of each pupil are addressed through personalised learning that promotes independence, and through mentoring.
16. Ensure that assessment data and information are accurate and are used by all teachers to plan stimulating, engaging and inspiring learning.
17. Challenge practice to ensure a stimulating learning environment.
18. Continue to implement strategies that promote high standards of behaviour and attendance.

### **Developing self and working with others**

19. Treat everyone fairly and equitably, seeking to espouse the Christian ethos of the school.
20. Modelling a culture of high standards, personal integrity, responsibility and accountability that seeks excellence and supports appropriate strategies to deal with any under performance.
21. Ensure and encourage a high standard of professional development for all staff and for the senior team.
22. Motivate and enable all staff to carry out their respective roles to the highest standard.
23. Work with all staff to build effective teams, modelling collaborative working within the senior leadership team.
24. Work collaboratively, and in partnership with, other schools, the local authority and other stakeholders to raise standards of achievement in the school further.
25. Delegate appropriately and effectively.

## **Leading and managing staff**

26. Promote and safeguard the welfare of all staff including having regard to an appropriate work-life balance.
27. Ensure that there are systems for sharing and demonstrating excellent practice, within and outside the school.
28. Provide strong leadership and promote a team spirit within the staff, making effective use of their skills and abilities.
29. Encourage professional development through appraisal and performance management systems
30. Promote and require the highest standards of professional behaviour from staff at all times.

## **Accountability**

31. Accept overall responsibility for the day-to-day running of the school ensuring clear lines of communication with the staff, pupils, parents, carers, governors, local authority, Diocese and the community, fostering a sense of partnership.
32. Promote and safeguard the welfare of all pupils and visitors to the school.
33. Keep up to date with the requirements of the Ofsted framework for school inspections, the SIAMS inspection requirements and ensure that staff and governors are prepared for each inspection.
34. Critically evaluate the school's performance to ensure the school achieves its performance targets.
35. In consultation with the governing body, accept responsibility for the management and control of the school, including the setting and regular monitoring of the school's budget.
36. Accept responsibility for ensuring that a range of legal obligations associated with the running of the school, including health and safety matters are addressed.
37. To carry out the duties defined by the Conditions of Service Regulations, and any subsequent amendments, as well as any other duties consistent with the nature of this post which may be required from time to time by the governing body.

## **Trust responsibilities:**

38. Work to fulfill the vision and values of the Trust.
39. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
40. Promote and implement the trust's equality and diversity policy in all aspects of employment and service delivery.

41. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
42. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
43. Participate in appraisal, training and development and other activities that contribute to performance management.
44. Attend and participate in regular team and 1:1 meetings.

# Person Specification

<b>JOB TITLE:</b>	Headteacher – St Hild’s Church of England School
<b>DATE:</b>	January 2025
<b>STATUS:</b>	Final

<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
<b>Knowledge and qualifications</b>					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Headship (NPQH) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school’s/trust’s context	E		✓	✓	
5. Thorough understanding of how young people learn and the core features of effective curriculum planning, delivery and assessment within key stage 3 and 4	E		✓	✓	
<b>Experience</b>					
6. Substantial experience as a senior leader in a secondary school	E	✓			✓
7. Previous experience as a Headteacher	D	✓			✓
8. Experience of accurately analysing quantitative and qualitative data to evaluate school performance and identify school improvement priorities	E	✓		✓	✓
9. Track record of successfully implementing whole school strategies to improve pupil outcomes	E	✓		✓	✓
10. Experience of working in a faith school	E	✓		✓	
11. Evidence of successfully developing teams of professionals, delegating with accountability and managing change	E	✓		✓	✓
<b>Skills and competencies</b>					
12. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people’s lives	E		✓	✓	



<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
13. Willing to support and develop the school's religious character and be a positive Christian influence in the school by upholding its ethos and values	E		✓	✓	
14. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
15. Visibly leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
16. Drives forward strategic priorities and translates these into practical actions which support and empower students and staff to succeed	E		✓	✓	
17. Demands ambitious standards and high expectations for all students to overcome disadvantage and advance equity	E		✓	✓	
18. High level critical reasoning skills to identify, construct and evaluate arguments, identify the relative importance of ideas and solve problems	E		✓	✓	
19. Makes sound decisions based on gathering information, generating suitable alternatives, accurately appraising options and evaluating impact	E	✓	✓		
20. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
21. High level oracy and communication skills that are effective for a range of audiences	E		✓	✓	
22. High level numeracy and literacy skills to analyse and interpret complex data and write effective reports/documents for a range of audiences	E	✓	✓		
23. Committed to outward-facing schools working in partnership to champion best practice and secure excellent outcomes for all pupils	E		✓	✓	
24. Committed to inclusion and inclusive practice	E	✓		✓	

# Working with NEAT

## Our Benefits

We offer careers that make a real difference to young people's lives. We recognise that our colleagues are central to everything we do and deserve to be rewarded and recognised.

Scan the QR code to view our benefits package:



## NEAT's commitment to equity, diversity and inclusion

**Our overarching aim is:** To live our mantra of knowing our children and families, community and each other well, we will foster a sense of belonging within and across our organisation, enabling our young people, staff and volunteers to thrive. By becoming a Trust of sanctuary, we will create a welcoming and safe environment for all.

### This will enable us to progress:

- our Trust vision of, "One Trust, working with partners to grow potential";
- ensuring everyone in the Trust shares our value of being inclusive; and
- our strategic priority that, "Diverse voices are represented, valued and shape the vision and strategy of the Trust".

### We commit to:

- developing an increasingly comprehensive range of data and insights;
- deepening the understanding of our workforce and governance volunteers of the diverse
- characteristics of our community;
- enabling a culture which is inclusive and values diversity;
- recruiting, retaining and developing a workforce and governance volunteers
- who are more representative of our community;
- engaging diverse voices to ensure we understand and are responsive to a
- wide range of
- perspectives;
- developing systems and processes that ensure we actively consider the
- impact of our decisions
- on diversity, equity and inclusion.



# Working with NEAT

## NEAT's commitment to safeguarding children and young people

The Trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.



# Living in the North East of England

Famous for the friendliness of its people, North East England combines vibrant city life with breathtaking countryside and a spectacular coastline within easy reach.

Hartlepool itself has a unique heritage with spectacular scenery, gorgeous beaches and an award-winning marina. The town is home to a wide range of restaurants, adventurous activities and cultural experiences for all ages. Teesside Airport is also close by to Hartlepool and offers international travel links. You can find out more about the things Hartlepool has to offer by scanning the below QR code:



Did you know that Hartlepool is just a direct journey time of 35 minutes from Sunderland's city centre? Sunderland is a port city in Tyne and Wear at the mouth of the River Wear on the North Sea. Explore sights and landmarks that provide a glimpse into Sunderland's industrial past; from shipbuilding and mining to castles, monuments and more.

Further afield, Newcastle city centre offers world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining, art galleries, events and nightlife. Newcastle is also famous for the world's biggest and best half marathon known as 'The Great North Run' attracting 60,000 runners each year to its iconic 13.1 mile route.

**NEAT** | Academy  
Trust



**ST. HILD'S**  
CHURCH OF ENGLAND SCHOOL