



Headteacher  
September 2025

The  
Boulevard  
Academy



Dear Applicant,

I am delighted to share this recruitment pack for the post of Headteacher at The Boulevard Academy. The school joined Thrive Co-operative Learning Trust in September 2023 and we have brought forward some significant recent changes to ensure that the school delivers an education that is transformative for children in one of the city's most economically deprived communities. A recent physical expansion has led to increased student numbers and wider specialist provision. This is a school that is going places, we are looking for a headteacher that will work with us to accelerate this journey.

Thrive has experienced steady incremental growth over the past seven years. The ten schools within the trust have all elected to join Thrive because of its values and absolute commitment to partnership working, educational improvement, mutual support, respect and inclusion.

We firmly believe that every child has unique skills and talents and that they should be given every opportunity to develop them. I hold an unwavering expectation that all children can and will succeed.

I want to ensure:

- That every child makes progress, no matter what their starting point
- That our teaching will be matched to needs
- That we support our community.

Additional information is included in this recruitment pack to help you understand more about us. Our recruitment process includes an opportunity to visit the school and to meet me for an informal discussion. To make arrangements please contact Helen Harrison, Senior Executive Assistant and Governance Professional on 01482 496711 or email [harrisonh@thrivetrust.uk](mailto:harrisonh@thrivetrust.uk)

Thank you for your interest in the post of Headteacher at the The Boulevard Academy. I look forward to receiving your application.



Jonathan Roe  
CEO





## Welcome to The Boulevard Academy

### Our Mission Statement:

To work with all our students to assist them to develop the high expectations, academic and life skills that will best help them to be successful. Fostering personal confidence and happiness, we will challenge students to take responsibility for building a better world for the next generation.

We are one of three secondary schools and seven primary schools in a developing Multi-Academy Trust (Thrive Co-operative Learning Trust).



The Boulevard Academy, 75 Massey Cl, Hull HU3 3QT  
Tel: (01482) 217898 | Email: [people@thrivetrust.uk](mailto:people@thrivetrust.uk)





**Welcome from  
Thrive Co-operative  
Learning Trust Chief  
Executive Officer  
(CEO), Jonathan  
Roe**

On behalf of Thrive Co-operative Learning Trust, I would like to thank you for your interest in working with us.

Our mission is to *inspire pupils to thrive in life*. We work cooperatively as a multi-academy trust to enable each pupil, school, and community to reach their fullest potential, and to aspire living our co-operative values.

We hope that you would like to join us in this mission.




## Our Values



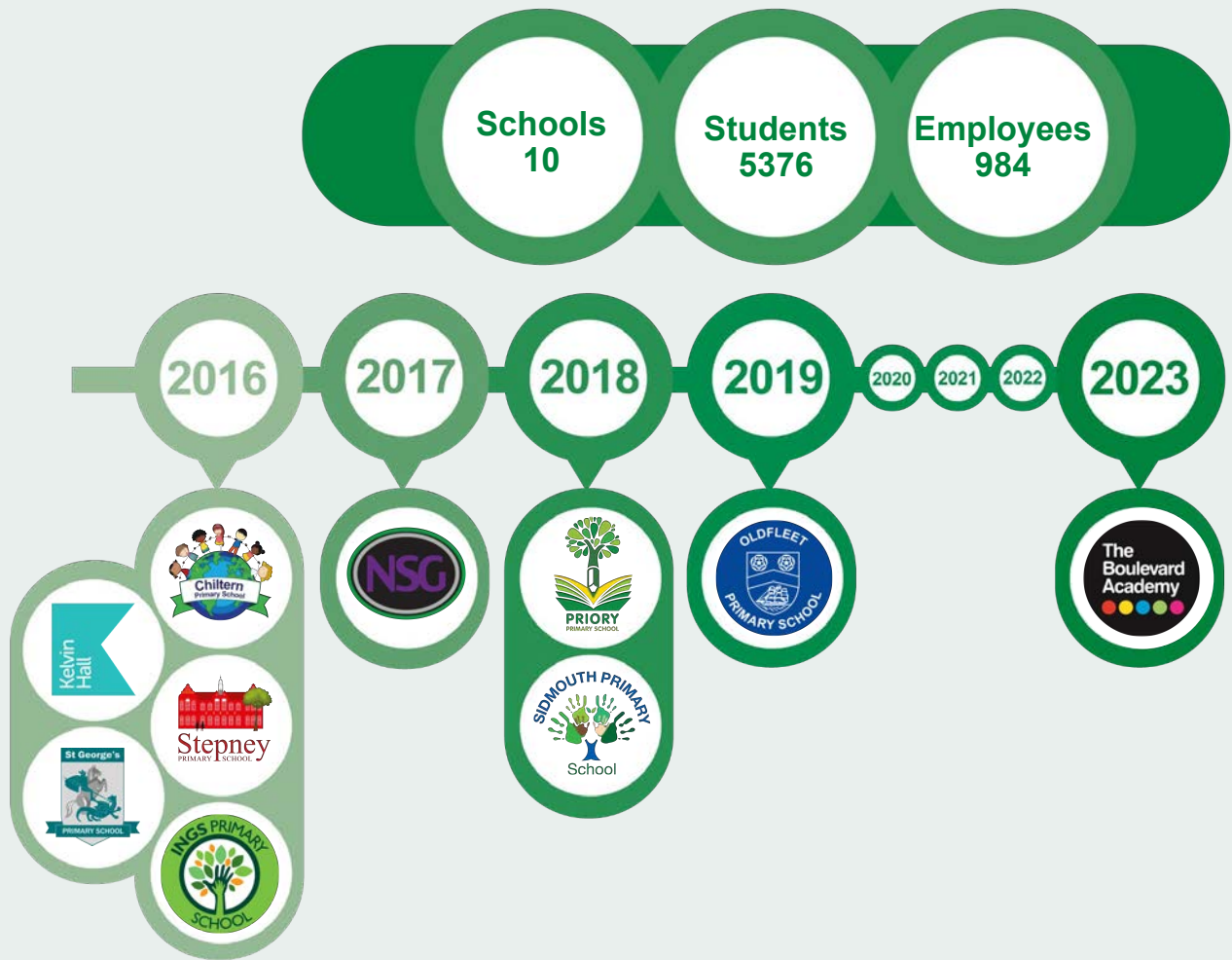
### Thrive Mission Statement *Inspiring pupils to thrive in life*

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and learning to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

View our Thrive Charter here... 



# Our Journey so far...

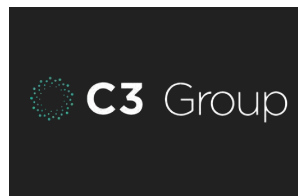


## Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



**Headteacher**  
**Salary: L26-L30**  
**Hours: Full Time, Permanent**  
**Start Date: September 2025**

Thrive Co-operative Learning Trust is a vibrant network of ten schools in Hull; three secondary and seven primary. A Thrive school is a dynamic community of staff, pupils and their families all focussed on one thing - *inspiring pupils to thrive in life*.

The Boulevard Academy joined Thrive Co-operative Learning Trust on the 1st of September 2023. A rapid turnaround of the school has started, with a firm commitment from the school and the trust to becoming a 'good' school.

Having secured significant gains in attendance and behaviour we are now looking to appoint a Headteacher with the vision, drive, and commitment to lead our school through the next phase of its development journey.

This is an exciting opportunity for an experienced and ambitious senior leader with the ability to work in partnership with families, staff, students, governors, and other local and regional stakeholders to create an engaging and aspirational culture where achievement, excellence and inclusion are embedded into everything we do, so that all students achieve their full potential.

We will offer you:

- An inclusive school and outstanding Multi-Academy Trust to work in.
- Friendly, motivated and enthusiastic students.
- A comprehensive development programme.
- Desirable rewards and benefits package.

We strongly recommend a visit when considering an application. Should you wish to have an informal and completely confidential discussion or visit, please contact Helen Harrison, Senior Executive Assistant and Governance Professional on 01482 496711 or email [harrisonh@thrivetrust.uk](mailto:harrisonh@thrivetrust.uk)

**Closing date:** Thursday 27th March 2025, 9:00am  
**Interviews:** TBC

As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates.

**Please note, that we do not accept CVs, applications must be submitted using our application form.**

**Our commitment to Safeguarding:** Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is a 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

**Our commitment to equality and diversity:** Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit the [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.

# Job Description

<b>Post Title</b>	Headteacher
<b>Grade</b>	STPCD Group 6 (L26-30, £92,052-£101,533)
<b>Location</b>	The Boulevard Academy
<b>Reporting to</b>	Trust School Development Lead
<b>Team</b>	Heads Together Team

## Working environment and key responsibility

The Headteacher is a collegiate member of the Heads Together Team, and reports to the Trust School Development Lead. The Headteacher will work in partnership with the Trust School Development Lead to deliver Thrive's mission statement - *Inspiring pupils to thrive in life* and play their part to deliver the Trust's object 'to advance for the public benefit education'.

## Demonstrating the highest ethical leadership standards

- Be a champion of Thrive's values and charters, including the Ethical Leadership Charter.
- Exemplify professional integrity, strive for excellence, work co-operatively, welcome accountability and hold responsibility for all aspects of school performance.
- Uphold the Thrive Equality and Diversity Policy and challenge prejudice.
- Be highly visible to pupils, professionals and parents as a role model of exemplary professional conduct.
- Enable all staff to carry out their duties to a high standard and with appropriate thought to their wellbeing, workload and professional development.

## Creating a strong school culture

- Establish and sustain the school's ethos and strategic direction as a Thrive school.
- Ensure that school staff follow statutory safeguarding guidance and Thrive safeguarding policy.
- Ensure pupils experience a positive and enriching school life and have a growing sense of voice and influence.
- Uphold ambitious educational standards that prepare pupils from all backgrounds for their next phase of education and life.
- Create an inclusive culture where attendance is strong, and where suspensions and exclusions are kept to an acceptable minimum.
- Promote positive and respectful relationships across the school community and ensure a culture of high staff professionalism and discipline.
- Ensure the school follows the Thrive Scheme of Delegation.

## Promoting high educational standards

- Be the lead teacher within a team of teachers and support staff.
- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective pedagogy and how pupils learn.
- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Establish effective subject leadership, developing leaders with high levels of expertise and access to professional networks and communities.
- Ensure effective, and proportionate systems are used when assessing pupil attainment.
- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities, working in partnership with parents, carers and professionals, to provide support and adaptation where appropriate.
- Establish and sustain high expectations of behaviour for all pupils, built upon mutually respectful relationships, rules and routines, which are understood clearly by all staff and pupils, and are clearly set out in school policy.
- Work with SLT and lead on formulating and delivering the School Development Journey, analysing complex or persistent barriers which limit school effectiveness, and implementing evidence-informed strategies for improvement that are realistic, timely, and appropriately sequenced.

## Supporting and developing staff

- Set arrangements for effective line management enabling all colleagues to carry out their duties to a high standard.
- Create effective SLT structures, lines of delegation and accountability flows.
- Promote a culture of respectful and professional working relationships within which high standards of professional conduct are embodied.
- Set quality assurance arrangements in school that aim to develop colleague performance and to find solutions to any underperformance, and manage any underperformance in line with Thrive policy.
- Set arrangements for effective staff CPD that is focused on better outcomes for pupils and which is aligned to balance the priorities of whole-school improvement, team and individual needs.
- Manage formal complaints.
- Prepare the school for third-party scrutiny and lead during inspection.

## Developing efficient organisational management

- Collaborate with Thrive staff to prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Collaborate with central Trust staff to ensure rigorous approaches to following health and safety guidance, identifying, managing and mitigating risk.
- Uphold and contribute to the revision of Thrive policy.
- Create the best possible working environment for staff and pupils.
- Collaborate with central Trust staff to ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

## Be forward thinking, outward looking and inward looking

- Promote Thrive's values and charters to pupils, staff and the families the school serves.
- Place the school at the heart of the community it serves and promote a welcoming open door policy.
- Ensure that professionals, pupils and parents are able to exercise their voice and influence via Thrive





- processes.
- Play an active part in representing Thrive and the school in the wider education ecosystem by participating in strategic partnerships.
- Actively seek out opportunities to learn about innovative practice by participating in professional forums and conferences, forming mutually beneficial relationships with other individuals, organisations and schools.
- Regularly review own practice, set personal targets, take responsibility for own development, seeking advice and support through coaching and mentoring as appropriate.
- Represent the school in meeting unions.

### Developing a culture of creative co-operation

- Be an active member of the Thrive Heads Together Group and sub-groupings, offering support and guidance to peers.
- Participate in School Development Review work celebrating success and formulating ways forward to ensure the school makes sustained and sustainable progress.
- Enable school participation in opportunities for co-operative support across Thrive schools, building solidarity at all levels.
- Report to the Trust Board, Quality of Education Committee and the Finance Audit and Personnel Committee as required.
- Collaborate with Trustees and Governors and enable them to fulfil their link role responsibilities.
- Ensure the Local Governing Body has the information needed to be well informed about key aspects of school performance, so that they can hold the school to account.

### Job description provisions

- To perform additional directed activities and roles, from time to time, as may be assigned by the CEO.
- This job description may be modified by the CEO/Trust Board, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

## Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

<b>Responsibilities for Staff:</b>	Leadership and management of all school staff
<b>Responsibilities for Customers/Clients:</b>	Safeguarding and promoting the welfare of children. Responsible for supporting the learning and welfare of students. Responsible for keeping parents informed about progress. Liaise with other partner agencies regarding referrals and agreeing a way forward.
<b>Responsibility for Budgets/Financial Resources:</b>	Responsible for managing the school budget within the Trust's finance policy. Responsible for working collaboratively with the trust to ensure forward planning meets the needs of the school.
<b>Responsibility for Physical Resources:</b>	Responsible for case files on a day-to-day basis, which contain confidential and often sensitive information. Ensure accurate records are kept



		E	D	How Identified
<b>Qualifications</b>	Qualified Teacher Status	✓		AF
	Grade 4 or above (or equivalent) in English and Maths	✓		
	Good honours Degree	✓		
	NPQH or relevant leadership qualification		✓	
	Evidence of recent and relevant training and development at headship level and/or in preparation for headship	✓		
<b>Experience</b>	A proven track record of successful senior leadership as Headteacher, Deputy Headteacher, Head of School or similar, in a secondary school	✓		AF
	Demonstrate delivery of innovation and change in education	✓		
	Evidence of building a culture and environment of trust, high performance and accountability	✓		
	Evidence of collaborative working beyond an individual school to aid widening access and improve pupil outcomes for disadvantaged pupils		✓	
	Demonstrate sound financial acumen and experience in a range of high value projects		✓	
	Successful implementation of strategies for raising individual pupil achievement and wellbeing	✓		
	Evidence of promoting collaborative and inter-disciplinary work within a school	✓		
	Experience in initiating, shaping and leading change programmes successfully with credibility to achieve tangible outcomes	✓		
	Evidence of an inclusive leadership style, demonstrating the ability to lead through changing circumstances.	✓		
	Evidence of being able to work within an accountability structure where a high level of trust, openness and honesty is required.	✓		
<b>Skills &amp; Abilities (including thinking challenge/mental demands)</b>	Motivation to work with children and young people	✓		AF, I, R
	Ability to form and maintain appropriate relationships and personal boundaries with children	✓		
	Challenge, influence and motivate others to attain ambitious targets	✓		
	Develop and maintain an effective network of contacts	✓		
	Have an inclusive approach to leadership, inspiring and empowering others to succeed	✓		

		E	D	How Identified
<b>Skills &amp; Abilities (including thinking challenge/mental demands)</b>	Has vision and can think creatively to solve problems and identify opportunities	✓		AF
	Ability to work through challenges. Take difficult decisions and exercise sound judgement with integrity	✓		
<b>Knowledge</b>	Comprehensive knowledge of national policy, legislation and financial frameworks and school governance	✓		AF
	A knowledge and commitment to safeguarding and promoting the welfare of young children and young people	✓		
	Ability to analyse and interpret comparative data, establishing benchmarks and set targets for improvement	✓		
	Deep understanding of political, economic, social, religious, legal and technological influences which have an impact on school strategy and operational delivery		✓	
	Knowledge and understanding of statutory requirements of schools	✓		
	Knowledge and understanding of effective teaching methods including the use of IT and the development of on-line learning	✓		
<b>Interpersonal /Communication Skills: Verbal Skills</b>	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people.	✓		AF, I, R
	Excellent communication skills	✓		
<b>Written Skills</b>	Highly developed ability to communicate accurately in writing and to provide accurate written reports.	✓		AF, I
<b>Personal Qualities</b>	Embody the trust's ethos and the ability to project a positive, professional image for the school.	✓		AF, I
<b>Disclosure &amp; Barring Service</b>	The successful candidate appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record	✓		(After shortlisting)

# How to apply



Application forms can be downloaded from TES or Eteach and should be returned via email to [people@thrivetrust.uk](mailto:people@thrivetrust.uk)

We strongly recommend a visit when considering an application please contact Helen Harrison, Senior Executive Assistant and Governance Professional on 01482 496711 or email [harrisonh@thrivetrust.uk](mailto:harrisonh@thrivetrust.uk)

**Closing Date: Thursday 27th March 2025, 9:00am.**

**Interview Date: TBC**



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