



**HEADTEACHER**

**THE DISTRICT  
CE PRIMARY  
SCHOOL**

**CANDIDATE  
PACK**



**Rainbow Education Multi Academy Trust**

*Each and Every Child*



## Welcome from our CEO

Dear Candidate,

Thank you for your interest in joining the Rainbow Education Multi-Academy Trust. As CEO, I am proud to lead an organisation built on a steadfast vision: ensuring that every child, regardless of background or circumstance, has the opportunity to reach their full potential. At Rainbow, we are committed to being a values-led organisation, with the principles of excellence, endurance, friendship, wisdom, and trust guiding everything we do.

Our mission is simple yet profound: At the Rainbow, we flourish together as we listen, learn, lead, lift, and love. This embodies our belief that every member of our community – whether a child, teacher, or leader – plays a vital role in helping one another grow and succeed.

Collaboration is the cornerstone of our approach. We know that by working together, we can achieve far more for our children than we ever could alone. That's why we seek to welcome professionals who are not only dedicated to their craft but also genuinely care about making a difference for each and every child in our care.

If you are someone who shares our vision and values, and if you believe in the transformative power of education, we would love to have you join us on this journey. Together, we can ensure that every child has the opportunity to flourish.

Warm regards,  
Gina Donaldson  
CEO, Rainbow Education Multi-Academy Trust



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## **Our Vision, Mission and Values**

### **Our Vision.....**

To ensure that each and every child no matter what their background or their circumstance, reaches their potential and leaves us ready for the next stage of their life.

### **Our Values...**

Excellence, Endurance, Wisdom, Friendship and Trust.

### **Our Mission...**

At The Rainbow, we flourish together as we listen, learn, lead, lift and love.

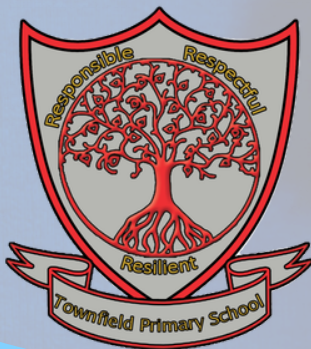


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# Our Schools





# Application & Shortlisting Process

## Applications

Applications will only be accepted from candidates completing the Trust's Application Form.

Please note all sections of the Application Form should be completed. Supporting statements should evidence skills and experience against the requirements of the job description and person specification.

Completed applications should be returned by email to [ntierney@remat.org.uk](mailto:ntierney@remat.org.uk) CVs will not be accepted in place of a completed Application Form.

All applications will be acknowledged within 24 hours.





## Application & Shortlisting Process

### Invite to Interview

After the closing date, short listing will be conducted by a Panel. Candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided. If you do not hear from us within 14 days of the closing date of this position, unfortunately you have been unsuccessful on this occasion.

Candidates will be selected for interview entirely on the content of their application form. Candidates are advised to read the job description and person specification carefully before completing an application form.

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;





## Application & Shortlisting Process

Rainbow Education Multi Academy Trust is robust in promoting the safeguarding of children and is rigorous in its recruitment checks. An enhanced disclosure from the DBS and Barred List check will be required for this post.

### Standard Checks

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK;
- Documentary evidence of identity that will satisfy DBS requirements;
- Documentary proof of current name and address;
- Where appropriate any documentation evidencing change of name;
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post.

Please note that originals of the above are necessary, photocopies or certified copies will not be accepted.





## Application & Shortlisting Process

### Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK;
- Receipt of at least two satisfactory references (if these have not already been received);
- Verification of identity checks and qualifications;
- Satisfactory Enhanced DBS Check;
- Verification of professional status;
- Satisfactory completion of a Health Assessment;
- Satisfactory completion of the probationary period;
- Where the successful candidate has worked, or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance.

Rainbow Education Multi Academy Trust is committed to safeguarding children. This means that all employees (on either a paid or voluntary basis) require an Enhanced DBS check and/or Barred List check and online search.







## **Application & Shortlisting Process**

### **References & Verifications**

We will seek references on shortlisted candidates and may approach previous employers for information to verify experience or qualifications before interview.

Any relevant issues arising from references will be taken up at interview.

### **Queries**

If you have any queries on any aspect of the application process or need any further information or you would like the opportunity to have an informal discussion with the HR Manager, please contact us via the [ntierney@remat.org.uk](mailto:ntierney@remat.org.uk) email address.





## Equality and Diversity

Rainbow Education Multi Academy Trust promote diversity and want a workforce which reflects the population of the Mersey City Region sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for each and every child. We aspire that staff are equally valued and respected, and children are encouraged to thrive academically.

As a provider of employment and education, we value the diversity of our staff and children. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our children and staff.

We acknowledge the following basic rights for all members and prospective members of our community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to be encouraged to reach one's full potential

These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.





## Advert - Headteacher

**Location:** The District CE Primary School

**Reporting to:** CEO

**Salary Range:** L18 - L24

**Contract Term:** Permanent

**Start Date:** September 2025

An exciting opportunity has arisen for the role of Headteacher at The District CE Primary School. This is a permanent role to start in September 2025.

### **The Trust:**

At the Rainbow you would be part of a collaborative network where leaders are supported and encouraged to grow, both professionally and personally. We are deeply invested in personal and meaningful professional development that ensures your continuous growth as a leader.

We pride ourselves on our positive culture where both staff and children are respected, valued, and inspired to flourish. We prioritise well-being, inclusion, and a supportive environment for all.

This opportunity will enable you to lead with purpose, shaping a school where every individual is empowered to succeed.



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## Advert – Headteacher

### The School:

The District CE Primary School is a vibrant, forward-thinking school that joined the Rainbow Education Multi Academy Trust in April 2023. Located in St Helen's, we are proud of our dedicated staff and the strong foundation we have built over the years.

Our school is driven by innovation, collaboration, and a commitment to maintaining high standards. At the heart of everything we do is our belief that children should always be at the centre of the school, guiding our decisions and shaping our practices. We are now looking for a passionate and visionary Headteacher to lead us as we build on our strong foundation and embark on the next exciting phase of our journey.

Our teachers and support staff are creative, compassionate and committed to the Vision, Values and Mission of the Rainbow Education Multi Academy Trust.

### The Role:

As Headteacher, you will have the opportunity to lead a school that is focused on achieving excellence for each and every child. We seek an inspiring leader who is passionate about making a difference, capable of driving innovation, and fostering collaboration at all levels. You will lead the school in maintaining high educational standards while ensuring that the well-being and development of our children remain a top priority.



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## Advert – Headteacher

### We Are Looking for a Headteacher Who:

- **Is Committed to Safeguarding:** Promotes and safeguards the welfare of both pupils and staff with unwavering dedication.
- **Drives Innovation:** Brings passion, creativity, and a drive for continuous improvement, inspiring a culture of innovation in education.
- **Has a Clear Vision for the Future:** Possesses a forward-thinking, shared strategic vision and the passion to lead the school into the future, ensuring long-term success.
- **Supports Excellence:** Is dynamic, ambitious, and supports a culture of excellence and high expectations for all staff and pupils.
- **Builds Strong Relationships:** Is approachable, nurturing, and fosters positive relationships with all stakeholders, creating a supportive and inclusive school environment.
- **Has a strong commitment to advancing education for all:** We are looking for a leader who has an awareness of their civic duty as a school leader and who is committed to advancing education not just for their own school but across the trust and the wider system.
- **Delivers High Achievement:** Demonstrates a proven history of high achievement and ensures the school is well led and managed, with children at the heart of all decision-making.
- **Is Committed to Collaboration:** School leadership can be a lonely job but being a headteacher within a multi-academy trust enables you to work closely with other school leaders to support and challenge one another to ensure the very best outcomes.



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## Advert – Headteacher

### We Are Looking for a Headteacher Who:

- **Manages Finances Effectively:** Has some experience in financial management, with the ability to link financial planning to the school's strategic priorities.
- **Is Committed to Positive Outcomes for All:** Ensures that each and every child, regardless of background, has the opportunity to achieve their full potential.

If you are an inspiring and committed leader, ready to make a lasting impact on our school community, we would love to hear from you. Please complete an application form and equal opportunities form and return via email to the Trust HR Manager, [ntierney@remat.org.uk](mailto:ntierney@remat.org.uk).

Visits to the school are encouraged and we are holding applicant tours on Wednesday 15th January 2025 at 9:30am and Thursday 23rd January 2025 at 1pm. Please contact Lavern Shelford via email at [lshelford@remat.org.uk](mailto:lshelford@remat.org.uk) to confirm your place on one of these tours.

Join our Multi-Academy Trust today and help shape the future of education.

*Rainbow Education Multi-Academy Trust is committed to safeguarding children and promoting children's welfare and expects all staff, governors, volunteers and visitors to share this commitment and maintain a vigilant and safe environment. This post is subject to all the relevant pre-employment checks set out in 'Keeping Children Safe in Education', including an enhanced DBS certificate with a barred - list check and online search.*

**Closing Date: Friday 31st January at 9am**

**Shortlisting: Friday 31st January**

**Interview: Tuesday 4th February**



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# Headteacher Job Description

**Position:** Headteacher

**Pay Range:** L18-L24

**Responsible to:** CEO

This appointment is made by the Chief Executive Officer of the Multi-Academy Trust. The appointment is subject to the current conditions of employment of Headteachers, contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation, including that of the Department for Education.

In carrying out his/her duties, the Headteacher shall consult, where appropriate, with The Trust, the Local Academy Council, the staff of the school, its pupils and the parents of its pupils.

The Rainbow Education Multi-Academy Trust acknowledges the importance of the role of the Headteacher and will actively offer continuing support, encouragement, affirmation and realistic challenge to the successful candidate.

The Rainbow Education Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people. The Headteacher must ensure that the highest priority is given to following the guidance and regulations relating to safeguarding and child protection. Appointment is conditional upon receipt of satisfactory Disclosure and Barring Service (DBS) checks in relation to criminal and child protection matters.

This job description reflects the Headteachers' Standards (2020). These standards are built upon The Teaching Standards (2012) which apply to all teachers, including Headteachers. The headteachers' standards articulate how headteachers can meet both the additional responsibilities of headship and the requirements of the teachers' standards.



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# Headteacher Job Description

## **A. The Core Purpose of the Headteacher:**

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success the Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils.

The Headteacher should establish a culture that promotes excellence, equality and high expectations of all pupils.

The Headteacher is the leading professional in the school. Accountable to the CEO, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets.

The Headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the Local Authority, higher education institutions and employers.

Through such partnerships and other activities, Headteachers play a key role in contributing to the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.







# Headteacher Job Description

## B. Headteachers' Standards

### 1. School culture

Headteachers:

- Establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- Ensure a culture of high staff professionalism

### 2. Teaching

Headteachers:

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- Ensure effective use is made of formative assessment

### 3. Curriculum and assessment

Headteachers:

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum





# Headteacher Job Description

## 4. Behaviour

Headteachers:

- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- Implement consistent, fair and respectful approaches to managing behaviour
- Ensure that adults within the school model and teach the behaviour of a good citizen

## 5. Additional and special educational needs and disabilities

Headteachers:

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice

## 6. Professional development

Headteachers:

- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning





# Headteacher Job Description

## 7. Organisational management

Headteachers:

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- 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
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- Ensure rigorous approaches to identifying, managing and mitigating risk

## 8. Continuous school improvement

Headteachers:

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

## 9. Working in partnership

Headteachers:

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- Commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

The applicant will be required to safeguard and promote the welfare of children and young people. The Headteacher is expected to demonstrate this commitment to safeguarding and promoting the welfare of children and young people and is expected to hold all staff and volunteers accountable for their contribution to the safeguarding regulations.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteacher.