

Headteacher

Candidate Information Pack

The Whitstable School

Swale ACADEMIES TRUST

CONTENTS

Introduction	3
Welcome from the Chief Executive	4
Welcome from the Director of Secondary	5
About The Whitstable School	6
Job Description	8
Person Specification	14
About Swale Academies Trust	16
Why Work for Swale Academies Trust	17
Application Process	19
Our Mission, Vision and Values	21
Closing	22



Introduction

Thank you for your interest in joining Swale Academies Trust as the Headteacher of The Whitstable School.
This recruitment pack has been designed to provide you with an insight into The Whitstable School, our wider Trust and the exciting opportunity to lead the school through the next stage of its development.

Within this pack, you will find information about our vision, values and approach to education, alongside details of the role, the expectations of our Headteachers and the benefits of working within Swale Academies Trust. We have also included information about the application process to support you in considering this opportunity.

At Swale Academies Trust, we believe that exceptional school leadership makes a lasting difference to the lives of children and young people. We are committed to empowering our Headteachers to lead their schools with ambition and autonomy, while benefiting from the expertise, collaboration and support of the wider Trust.

We hope this pack provides you with a clear understanding of our ambitions and inspires you to consider becoming part of our leadership team.

If our vision and values resonate with your own leadership philosophy, we would be delighted to receive your application.







Welcome from our Chief Executive



Thank you for your interest in joining Swale Academies Trust.

Swale Academies Trust is a successful and ambitious multi-academy trust, bringing together 19 schools across three geographical areas: Kent, Bromley and East Sussex. Together, we educate approximately 12,000 pupils, providing high-quality education across our primary and secondary academies.

Our schools serve a diverse range of communities, each with its own unique character, strengths and traditions. We believe that schools should be at the heart of their communities and that every child, regardless of their background or starting point, deserves an excellent education and the opportunity to achieve their full potential.

At Swale Academies Trust, we are committed to combining the benefits of belonging to a larger organisation with the individuality and identity of each of our schools. Our approach is built on earned autonomy, curriculum freedom with accountability and collective responsibility. We believe that schools thrive when their leaders and staff are empowered to make decisions that are right for their pupils, while benefiting from the expertise, support and shared ambition of the wider Trust.

Our collective ambition is underpinned by five strategic priorities:

- **High-Quality Inclusive Education:** Ensuring that every pupil receives an excellent education, with high expectations and opportunities for all
- **School Improvement:** Developing a culture of continuous improvement, where expertise is shared and every school is supported to succeed
- **Workforce:** Attracting, developing and retaining talented people who are passionate about making a difference.
- **Finance and Operations:** Providing effective, responsive and high-quality central services that enable our schools to focus on education
- **Leadership and Governance:** Developing strong, accountable and collaborative leadership at every level of the organisation

We recognise that our people are our greatest asset. Whether working in a classroom, leading a school or supporting our academies through our central services, every colleague plays an important role in improving the lives of children and young people.

We are committed to creating a supportive, inclusive and ambitious working environment where colleagues feel valued, are encouraged to develop professionally and have opportunities to progress their careers.

Being part of Swale Academies Trust provides opportunities to collaborate across schools, share expertise, access professional development and contribute to an organisation that is continually learning and improving.

We value difference, encourage innovation and believe that the best ideas can come from anywhere within our Trust.

As we look to the future through our Ambition 2030 strategy, we are determined to build on the strengths of our schools, raise standards and create an organisation in which pupils and staff can flourish.

Thank you for considering Swale Academies Trust as the next step in your career. We hope that you will be inspired by our ambition and the opportunity to make a meaningful difference to the communities we serve.

Owen McColgan

OMcColgan

Chief Executive

Welcome from our Director of Secondary



Thank you for your interest in becoming the next Headteacher of The Whitstable School.

This is an exciting opportunity to lead a successful and ambitious secondary school, building on its established strengths while shaping the next stage of its development. The Whitstable School has a distinctive identity, a strong commitment to the arts and a broad and ambitious curriculum that provides pupils with opportunities to achieve both academically and personally.

We are seeking an exceptional leader who shares our belief that high expectations, excellent teaching and an inclusive school culture are fundamental to securing the very best outcomes for every pupil. The successful candidate will have a proven ability to lead school improvement, inspire colleagues and establish a culture in which pupils and staff are supported and challenged to achieve their full potential.

At Swale Academies Trust, we believe that Headteachers should have the autonomy to lead their schools in ways that reflect the needs of their pupils and communities, alongside clear accountability for educational standards and outcomes. Our approach is built on professional trust, collaboration and collective responsibility, recognising that the strength of our Trust comes from the expertise and individuality of our schools and their leaders.

As Headteacher of The Whitstable School, you will benefit from the support and challenge of our Secondary School Improvement Team, alongside opportunities to collaborate with Headteachers and senior leaders from across the Trust. Through our professional networks, leadership meetings and school-to-school partnerships, we are committed to ensuring that our leaders have access to the expertise, professional development and support they need to succeed. We are equally committed to creating opportunities for our pupils to benefit from being part of a wider family of schools. Our programme of Trust-wide events, competitions and enrichment activities brings pupils together, celebrates their talents and provides experiences that extend beyond the classroom.

We are looking for a Headteacher who combines ambition with integrity, who understands the importance of strong relationships and who has the determination and expertise to secure sustained improvement. Above all, we want a leader who is passionate about making a difference to the lives of young people and who will embrace the opportunity to contribute to the wider success of Swale Academies Trust.

I hope that the information within this pack inspires you to consider joining us. I would warmly welcome the opportunity to discuss the role with you and look forward to receiving your application.

Suzanne Dickinson

Director of Secondary



About The Whitstable School

The Whitstable School is a successful and ambitious 11–18 non-selective secondary school, situated in the beautiful coastal town of Whitstable in North Kent. The school serves a thriving community and is committed to providing an excellent education that enables every pupil to achieve academically, develop their talents and prepare confidently for the future.

Whitstable is renowned for its vibrant arts scene, rich cultural heritage and strong sense of community. The school benefits from close links with local organisations, providing pupils with opportunities to participate in performances, exhibitions and cultural events.

An Ambitious and Distinctive Curriculum
The Whitstable School offers a broad and ambitious curriculum across Key Stages 3, 4 and 5, combining academic excellence with opportunities for creativity and personal development.

The visual and performing arts are longstanding strengths of the school. At Key Stage 3, the specialist Stage School and STEM Academy provide additional lessons and enrichment opportunities for pupils with particular interests in performing arts, science, technology, engineering and mathematics.

At Key Stage 4, pupils study a strong academic core alongside a wide range of options, including fine art, photography, textiles, music, drama, dance, construction, design technology and computer science.

A Thriving Sixth Form
The school has a growing Sixth Form offering a broad range of academic and vocational qualifications, including A Levels and BTECs. Its Football Academy provides an additional specialist pathway, combining academic study with sporting development.







About The Whitstable School







The school has an established record of success at GCSE and A Level, particularly within the context of non-selective education in Kent, and remains ambitious for further improvement.

Our Values and Ethos

The Whitstable School believes that high ambition, challenge and opportunity lead to personal and academic excellence. Its TRACK values underpin school life and shape the expectations of pupils and staff:

- Tolerance
- Resilience
- Achievement
- Courtesy
- Knowledge

These values support a positive and inclusive culture where pupils are encouraged to develop confidence, character and a commitment to achieving their personal best.

Leading Our Next Chapter

The appointment of a new Headteacher offers an exciting opportunity to build on the school's established strengths and shape its future direction.

We are seeking an inspirational leader with the vision, expertise and determination to secure exceptional teaching, an ambitious and inclusive curriculum, and consistently strong outcomes for all pupils. The successful candidate will lead a school with a distinctive identity, strong community connections and considerable potential for continued success.

Job Description

Job Title: **Headteacher**
Grade: **Leadership Scale (L27-L33)**
Responsible to: **Director of Secondary / CEO**

The Headteacher, in collaboration with the Director of Secondary, will set the strategic plan for School Improvement. The day-to-day management of that plan rests with the Headteacher.

The Headteacher leads the day-to-day operation of the school, as line managed by the Director of Secondary, or a member of the Trust Secondary Executive Team. The Headteacher is the first point of contact for pupils, staff, parents and external agencies.

In line with the values, ethos and strategic direction of Swale Academies Trust, the Headteacher will:

- Ensure high quality education, character development and care is in place for all pupils leading to enhanced academic achievement
- Embed a rigorous culture of safeguarding
- Provide strategic leadership for the school which ensures continuous improvement
- Be responsible for the professional leadership of the school, effectively role modelling integrity and collaboration
- Establish a culture where staff want to work at the school and leadership potential flourishes, resulting in high quality teaching and learning and strong succession planning
- Be responsible for the management and operational leadership of the school in the best interests of all
- As a Trust Headteacher, recognise your role in contributing to the success of all of the pupils within the Trust and work as part of a collaborative team to support continuous improvement in our family of schools

Within Swale Academies Trust, each Headteacher reports to the Local Governing Body on all matters which form part of the Scheme of Delegation. The Headteacher is accountable to the Chief Executive Officer, through the Director of Secondary, for the overall performance of the school, including outcomes for pupils, school improvement and financial planning.

Swale Academies Trust Vision and Values

As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity
- Regular opportunities for collaborative CPD to ensure best practice across academies
- A proactive network for joint working across academies, for staff at various career stages
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships
- The unique character of each academy is valued and contributes to the ethos of the Trust
- Shared Trust values of excellence, integrity, agility, empathy and collaboration
- High aspirations for all involved with the Trust
- Each academy is a hub for its local community and families
- Facing outwards and working in collaboration with other organisations and stakeholders
- A centralised team that allows academy leaders to focus on their core purpose of education

Job Description

Values and Behaviour

Senior Leaders prioritise the education of their pupils as the first concern and are accountable for achieving the highest possible standards in work and conduct. The Headteacher will act with honesty and integrity. They should have strong subject knowledge and keep their skills as teachers up-to-date. They should be self-critical, able to forge positive professional relationships and willing to work with parents/carers in the best interests of their children.

Personal and Professional Conduct

The post holder is expected to demonstrate good standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout your career.

It is important to maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others and not undermining fundamental British values, including; democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law

All staff must have proper and professional regard for the ethos, policies and practices of the school in which they work, and maintain high standards in their own attendance and punctuality.

The job description reflects the National Standards of Excellence for Headteachers (2020). The Standards reflect key core principles, namely that the work of a Headteacher should ensure high quality teaching and achievement; be focused on leadership; and reflect the highest possible professional standards.

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 Whitstable School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This 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.

Job Description

CORE PURPOSES OF THE POST

Leadership

- The Headteacher is accountable for their own school
- To be accountable to the Director of Secondary for the clearly defined and agreed responsibilities and accountabilities relating to the day-to-day leadership and management of The Whitstable School
- To ensure the day-to-day management structures, systems and processes work effectively in line with key priorities of The Whitstable School
- Working with the Director of Secondary and members of the Secondary Executive Team to continue to develop academy wide links with the other SAT academies
- To create and implement a School Improvement Plan, supported by members of the Secondary Executive Team, which is underpinned by sound financial planning. This plan will be informed by outcomes and progress data, as well as robust external and internal monitoring
- To maintain a consistent and continuous school-wide focus on pupils' achievement using data, benchmarks and feedback to monitor progress in every child's learning
- To work with the Director of Secondary and the Secondary Executive Team to assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum across the board in order to build on success and identify and act on areas of improvement
- To lead on Performance Management at The Whitstable School
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- Supported by the Secondary Executive Team, present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences. This will include yearly outcomes and termly updates
- Supported by the Secondary Executive Team, create Headteacher reports on a termly basis
- Lead and coordinate curriculum leaders in the development of learning programmes, teaching strategies, schemes of work to reflect the school's programme of continuous improvement
- To work with the Director of Secondary and the Secondary Executive Team to ensure the effective deployment of staff and resources within the school as a whole
- To ensure that health and safety and risk assessments procedures are followed up rigorously and that safe working practices are adopted by all staff
- To ensure that all safeguarding procedures are understood and adhered to and that all staff, Local Governing Body members and volunteers, receive appropriate training
- To have an overview of how the school is functioning at any given time and to manage any necessary organisational change effectively
- Working with the Director of Secondary and the Secondary Executive Team, ensure the school is Ofsted ready.
- To ensure the school website is compliant
- To ensure compliance and accountability at The Whitstable School
- To work with the Local Governing Body, the Director of Secondary, and the Secondary Executive Team and to support the Local Governing Body in carrying out their responsibilities

Job Description

Curriculum, Teaching and Learning

- Create a safe, calm and well-ordered environment for all pupils and staff; one that is focused on safeguarding pupils and developing exemplary behaviour in school and in the wider society
- Develop a rich and balanced curriculum which meets the needs of all pupils, regardless of age, background or need, and implement an effective assessment framework
- Ensure that learning is at the centre of strategic planning and resource management
- Promote a consistent and continuous focus on pupils' achievement, using data and benchmarks to set ambitious targets and monitor progress in every pupil's learning
- Ensure creative and effective approaches to teaching so that all pupils become engaged in their own learning and can achieve success
- Ensure that there are effective systems in place to support excellent standards of behaviour and attendance
- Ensure that all pupils are accurately identified according to the SEND Code of Practice and provided with the appropriate level of support
- Support the development of new and emerging technologies to enhance and extend the learning experience of pupils
- Instil a strong sense of accountability in staff for the impact of their work on pupils' outcomes, and challenge underperformance at all levels
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between classes

People Management

- Promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge through high-quality training and sustained professional development
- Ensure that all staff have a clear understanding of their roles and responsibilities
- Ensure effective processes are implemented for staff induction and professional development
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve
- Identify emerging talent, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
- Distribute leadership throughout the school, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making
- Hold all staff to account for their professional conduct, practice and development
- Challenge inappropriate staff behaviour and deal effectively with staffing issues, including those relating to conduct, competence and attendance
- Take responsibility for overseeing the induction of all ECTs, new staff, supply teachers and develop and implement policies and procedures relating to the above

Parents and Carers

- Promote effective partnerships between school and parents through a supportive ethos in which parents feel welcomed and valued
- Ensure that regular and effective channels of communication are open between parents and the school

Job Description

Systems and Process

- Deliver an organisational structure which enables the management systems, structures and processes to work effectively and legally
- Ensure the promotion of equality of opportunity and compliance with the Public Sector Equality Duty
- Work with the Director of Secondary, the Secondary Executive Team, and Governors in ensuring that the staffing structure is 'fit for its purpose'
- Recruit and develop staff to make the most effective use of their skills, expertise and experience
- Implement effective processes for managing staff performance
- Ensure that statutory requirements for safeguarding and health and safety are met
- Work with the Director of Secondary, the Secondary Executive Team, the Finance Team and Governors to establish priorities for expenditure, monitoring the effectiveness of spending and usage of resources to ensure value for money

Finance, Premises and Processes

- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources (including premises) in the best interests of students' achievements and the school's sustainability
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity
- Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively, especially setting the strategy and holding the Headteacher to account for student, staff and financial performance
- Work with political and financial astuteness, within an agreed set of policies and procedures that are centred on the school's vision, and which translate local and national policy into the school's context
- Work with the Trust Estates Team to develop a plan to ensure that the school's facilities and grounds meet the needs of pupils, staff and visitors within the financial resources available

Continuous Improvement

- Create an outward-facing school which works with other educational institutions to champion best practice and to secure excellent achievements for all pupils
- Sustain wide, current knowledge and understanding of education and school systems, and pursue continuous professional development

The Wider Community

- Work proactively to promote the reputation of the school positively to the local community, generating a constant stream of newsworthy 'good stories' about the school, its pupils and their achievements
- Build and sustain positive relationships with parents / carers to increase their involvement in school activities and in the education of their children and to develop a sense of shared responsibility
- Establish and maintain excellent relationships with parents / carers in the area, marketing the school proactively to ensure that pupil recruitment is competitive so that planned admission numbers are met or exceeded
- Develop effective relationships with the local business community, (including the press), to win their support, secure additional resources and to encourage them to be positive advocates for the school

Job Description

Safeguarding Children

- Accept leadership authority and responsibility for promoting and safeguarding the welfare of pupils and staff in accordance with the current statutory guidance and legislation

Additional Duties

- All staff, with the support of The Whitstable School's Designated Safeguarding Lead (DSL), have a responsibility for providing and safeguarding the welfare of the children and young people
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's Health and Safety at Work Policy

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required, but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.

An enhanced DBS check will be required for this post. The job description is current at the date shown, but in consultation with the post holder, may be changed by the Line Manager to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.







Person Specification

Assessment Methods:
AF = Application Form / L = Supporting Statement / I = Interview / R = Reference

QUALIFICATIONS & PROFESSIONAL TRAINING	Essential / Desirable	ASSESSMENT METHOD
Qualified Teacher Status (QTS)	E	AF
Degree or equivalent qualification	E	AF
Evidence of significant, recent and relevant professional development in secondary school leadership	E	AF / I
National Professional Qualification for Headship (NPQH) or equivalent postgraduate leadership qualification	D	AF / I
LEADERSHIP & STRATEGIC EXPERIENCE		
Successful track record of senior leadership as a Headteacher, Acting Headteacher, or Deputy Headteacher in a secondary school setting	E	AF / L / R
Demonstrable evidence of raising pupil achievement, accelerating progress, and improving outcomes at Key Stage 4 (and Key Stage 5 where applicable)	E	AF / L / I
Proven experience of leading, managing, and inspiring effective secondary staff teams and developing leadership potential	E	AF / L / I
Successful experience in secondary curriculum design, assessment frameworks, and dynamic pedagogical strategies	E	L / I
Experience of robust school self-evaluation, strategic School Improvement Planning, and continuous monitoring	E	L / I
Track record of successful inclusion strategies and supporting pupils with diverse needs, including SEND	E	AF / L / I
Experience working collaboratively with Local Governing Bodies, Executive Teams, and Trust networks	E	L / I
Experience of strategic budget planning, resource management, and staffing structure design	E	L / I
PROFESSIONAL KNOWLEDGE & UNDERSTANDING		
Deep understanding of how secondary-aged students learn, progress, and achieve excellence	E	I
Comprehensive, up-to-date knowledge of statutory safeguarding guidance, safer recruitment, and child protection procedures	E	AF / I
Thorough knowledge of national education policies, DfE Headteacher Standards (2020), and Ofsted inspection frameworks	E	L / I

Person Specification

Assessment Methods:
AF = Application Form / L = Supporting Statement / I = Interview / R = Reference

PROFESSIONAL KNOWLEDGE & UNDERSTANDING	Essential / Desirable	ASSESSMENT METHOD
Expertise in using comparative data, progress benchmarks, and feedback to drive performance and hold staff to account	E	AF / L / I
Strategic understanding of systems that promote high standards of behaviour, attendance, and pupil wellbeing	E	L / I
Understanding of curriculum-led financial planning and resource deployment to achieve value for money	E	L / I
PERSONAL QUALITIES & LEADERSHIP STYLE		
Alignment with Swale Academies Trust values: Excellence, Integrity, Agility, Empathy, and Collaboration	E	L / I
Ability to inspire, motivate, and empower staff, pupils, parents, and the wider community	E	AF / L / I
High personal standards of integrity, honesty, discretion, and professional conduct	E	I / R
Exceptional communication, interpersonal, and relationship-building skills	E	AF / L / I
Resilience, emotional intelligence, agility, and a positive approach to change management	E	I
Commitment to workload balance, staff wellbeing, and fostering a supportive working environment	E	L / I
Proactive commitment to community engagement, marketing the school, and building outward-facing partnerships	E	L / I

Swale Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from ROA and will require an enhanced DBS disclosure.

About Swale Academies Trust

Swale Academies Trust is an ambitious and collaborative multi-academy trust, comprising 19 schools across Kent, Bromley and East Sussex. Together, our schools educate approximately 12,000 pupils, providing high-quality education to children and young people across a diverse range of communities.

Established in 2010, the Trust has a strong commitment to school improvement, educational excellence and ensuring that every pupil, regardless of their background or starting point, has the opportunity to succeed.

We believe that every school has its own identity, character and place within its local community. Our approach is therefore built on the principle of earned autonomy, recognising that effective school leaders should have the freedom to make decisions that are right for their pupils, supported by clear accountability and the collective expertise of the wider Trust.

Primary

Secondary

Why Work for Swale Academies Trust

At Swale Academies Trust, we recognise that the quality of our schools depends on the quality, commitment and expertise of the people who work within them. We are committed to creating an environment where talented professionals are supported, challenged and empowered to make a meaningful difference.
Joining Swale Academies Trust means becoming part of a collaborative organisation that values professional expertise, encourages innovation and invests in the development of its people.

The opportunity to lead with autonomy
We believe that Headteachers are best placed to understand their schools and communities. Our approach to earned autonomy empowers leaders to shape the direction of their schools, develop their curriculum and establish a distinctive school culture, while benefiting from the expertise, resources and support of a wider Trust. This balance of professional freedom, collaboration and shared accountability enables our Headteachers to lead with confidence, knowing they are part of a wider organisation committed to the success of every school.



A strong and supportive professional network
Our Headteachers benefit from working alongside experienced leaders across the Trust, sharing effective practice, discussing common challenges and contributing to wider school improvement. Through regular Headteacher meetings, professional networks and collaborative projects, leaders are supported by colleagues who understand the opportunities and challenges of school leadership.



Professional development and career progression
We are committed to developing leaders at every stage of their careers. Through professional learning, coaching, collaboration and opportunities to contribute to Trust-wide initiatives, we encourage colleagues to continue developing their expertise and preparing for future leadership opportunities.

Access to specialist expertise and central services
Our schools are supported by experienced education and operational teams, including school improvement, finance, human resources, estates and IT. These services provide professional guidance and support, enabling Headteachers to focus their time and energy on the quality of education and the development of their school communities.



Why Work for Swale Academies Trust





The opportunity to make a wider difference

As a Headteacher within Swale Academies Trust, your influence extends beyond your own school. We encourage our leaders to share their expertise, contribute to Trust-wide improvement and support the development of other schools and colleagues. Our collective success is built on the principle that we achieve more by working together.

A culture that values people and difference

We recognise that successful schools are built on positive relationships, professional trust and shared ambition. We value the different experiences, perspectives and strengths that colleagues bring to our organisation and are committed to fostering an inclusive environment where everyone has the opportunity to flourish.

Working together to achieve Ambition 2030

This is an exciting time to join Swale Academies Trust. Our Ambition 2030 strategy provides a clear direction for the future, with a strong focus on inclusive education, school improvement, workforce development and effective leadership. Our Headteachers will play a central role in shaping and delivering this ambition.

We want Swale Academies Trust to be an organisation where exceptional people choose to work, develop their careers and make a lasting contribution to education.







The Application Process

We recognise that appointing a Headteacher is one of the most important decisions we make. We are seeking an exceptional leader who shares our ambition for high-quality inclusive education and who has the vision, experience and determination to build on the school's strengths and lead its next stage of development.

Our recruitment process is designed to give candidates the opportunity to understand the school, its community and the wider Trust, while enabling us to assess the leadership qualities, experience and expertise required for this important appointment.

Visits to The Whitstable School

We warmly encourage prospective candidates to visit The Whitstable School before submitting an application. This provides an opportunity to experience the school environment, meet colleagues and gain a deeper understanding of the school's strengths, priorities and ambitions.

To arrange a visit, please contact **Joshua Holland (Recruitment Officer) -** joshua.holland@swale.at

Informal conversations

Candidates who would welcome an informal and confidential discussion about the role are invited to arrange a conversation with Suzanne Dickinson, Director of Secondary.

This provides an opportunity to explore the Trust's approach to school leadership, the expectations of the role and the opportunities available to the successful candidate.

Please contact Valentina Suma to arrange a conversation.

Submitting your application

Candidates should carefully review the job description and person specification before submitting their application, ensuring that they demonstrate how their experience, professional achievements and leadership qualities meet the requirements of the role.

Applications should be submitted through **UK Teach**.

Key dates

Closing Date for applications	Monday 16 November 2026
Shortlisting	Tuesday 17 November 2026
Interviews and assessment activities	Tuesday 24th & Wednesday 25 November 2026
Anticipated Start Date	Easter 2027



Selection process

Shortlisted candidates will be invited to participate in a selection process designed to explore their educational vision, leadership experience, professional judgement and capacity to lead The Whitstable School successfully.

Further details of the assessment activities and interview arrangements will be shared with shortlisted candidates.

Safeguarding and safer recruitment

Swale Academies Trust is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to appropriate safer recruitment checks, including an enhanced Disclosure and Barring Service (DBS) check, relevant barred list checks, references and verification of qualifications and employment history.
We are committed to equality of opportunity and welcome applications from suitably qualified candidates from all backgrounds. Reasonable adjustments will be made throughout the recruitment process for candidates who require them.

For any questions regarding the recruitment process, please contact recruitment@swale.at

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

Swale Academies Trust is committed to fostering a diverse and inclusive workplace where everyone feels valued and respected. We actively seek applications from individual from all backgrounds and experiences.





Swale ACADEMIES TRUST





OUR MISSION

A family of schools that **supports, inspires and empowers** everyone to be their best.

OUR VISION

A sustainable future where **every individual thrives** through personalised learning and opportunities that instil a sense of belonging and purpose.





OUR VALUES

Excellence
We pursue the highest standards, with the focus on continuous improvement and excellent pupil outcomes.

Integrity
We are honest and treat individuals fairly, acting in the best interests of our pupils.

Collaboration
We work together to achieve more than we could individually, sharing good practice and learning.

Agility
We are curious and innovative, embracing both challenge and change.

Empathy
We actively listen to understand another person's experience, nurturing an inclusive environment.



Swale ACADEMIES TRUST

SWALE ACADEMIES TRUST, ASHDOWN HOUSE, JOHNSON ROAD, SITTINGBOURNE, KENT, ME10 1JS
Registered in England & Wales, COMPANY NUMBER: 07344732