



Job Application Pack

Headteacher

Contract Term: **Permanent**

Salary: **L23 to L27(28) £85,529 to £94,332 (£96,673) dependent on experience**

Start Date: **September 2025**

Contract Type: **Full Time**



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A Message from the Director of Education

As Director of Education at the Community Inclusive Trust, I am proud to be a senior leader of an organisation committed to transforming the educational experiences of every child we serve. Our vision is simple: to create inclusive, nurturing environments where all students, regardless of their background or needs, can thrive and reach their full potential. We are a forward-thinking trust that values innovation, collaboration, and the development of both our students and staff.

Joining us as a Headteacher means being part of a supportive and dynamic network of leaders who are passionate about making a difference. You will have the opportunity to shape the direction of your school, backed by a strong central team that offers support, professional development, and resources to ensure your success. At CIT, we believe in empowering our leaders, providing them with the autonomy to inspire their teams while fostering a culture of shared values and collective responsibility.

CIT is a multi-academy trust with schools across Lincolnshire, Nottinghamshire and Leicestershire. Our trust currently has 8 primary mainstream schools and 7 schools for pupils with Special Educational Needs (SEND). We firmly believe in the power of collaboration, and as such, our schools work closely together to share best practices, with regular meetings for Headteachers, leaders, and staff to facilitate this.

At CIT, we run the LEARN SEND Hub, which manages continuous professional development (CPD) across the trust. The hub offers a wide range of free training opportunities for all our schools, catering to all levels – from headship and leadership support to ECT training and specific interventions such as Lego Therapy and ELSA.

We are now seeking to appoint a dynamic, forward-thinking leader who is committed to embracing the current educational agenda and has the energy, experience, and vision to lead and develop a large community SEND school. The ideal candidate will align with our trust values of **Honesty & Integrity, Aspiration, Professionalism, and Inclusivity**.

We are looking for passionate, visionary leaders who want to be part of a trust where educational excellence, inclusivity, and personal growth are at the heart of everything we do. If you're driven by the opportunity to make a positive impact on the lives of children, work in a collaborative environment, and develop both personally and professionally, then we would love to welcome you to our community.



James Ellis

Director of Education – SEND schools

Working for the Community Inclusive Trust

The Community Inclusive Trust (CIT) currently has 15 academies across the East Midlands. CIT is a multi-academy chain that challenges and supports its academies to provide the highest levels of education and care for their pupils.

Across CIT we work together through the sharing of staff, expertise, pooling of resources, and the development of each other's strengths ensuring all employees and pupils have the chance to reach their full potential.

The benefits we can offer:

- a dedicated and focussed team of staff
- enthusiastic and friendly children
- supportive governors
- a supportive and innovative network of schools within the Community Inclusive Trust
- CIT services and support including School Improvement, Finance and CPD
- a dedicated school support team who works with all of the schools within CIT
- an outstanding induction process
- a personalised CPD Programme
- Career Progression and Development Opportunities
- the opportunity to make a real difference to the lives of young people
- access to the Teachers' Pension Scheme
- an Employee Assistance Programme
- competitive salary

Working in Spalding

As a Headteacher, working in Spalding offers an exciting opportunity to lead in a vibrant, supportive community with a strong commitment to educational excellence. Spalding is a town that balances a rich history and rural charm with a modern outlook, making it an ideal place to inspire students and staff alike. The town's diverse and growing population, combined with its strong sense of community, presents a unique opportunity to shape the future of local education. With excellent transport links to nearby cities and a beautiful natural environment, Spalding offers a wonderful work-life balance, allowing you to thrive both professionally and personally. Leading a school here means becoming part of a forward-thinking community dedicated to ensuring every student has the chance to succeed, and where your leadership can have a lasting impact on the lives of young people.



TULIP Academy



Tulip Academy Spalding is a newly formed special needs school for children and young adults aged 2 to 19 with a range of learning difficulties and disabilities. Formally the Priors and Garth school; two Outstanding Specialist schools that merged in 2023. The school currently has 215 pupils on roll and is due to grow to 235 for September 2025.

Situated across two campuses in the market town of Spalding, Lincolnshire, the schools cater for young people in the town and surrounding areas.



Our mission of 'Making every Moment Matter' puts learners first, preparing them for their futures and helping them develop knowledge and skills which will allow them to thrive in adult life.

Our professional and caring staff make a strong and dedicated team where every child and young person is treated with respect to ensure their rights, needs and aspirations, personal preferences and pathways remain central to the school's organisation. We want our pupils to be empowered and to benefit in the future from a meaningful and rewarding adulthood.

To achieve this, we are committed to ensuring we work in partnership with our families and in collaboration with a wide range of professionals who guide and support us in meeting the individual needs of our pupils. Together, everyone contributes to enabling all pupils to thrive, learn and achieve.

For further details please visit the [school website](#).

Headteacher Appointment

The Community Inclusive Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Headteacher's conditions of employment are in accordance with the provision within the School Teachers' Pay and Conditions as adapted by the Community Inclusive Trust.

DBS

The successful applicant will be subject to a fully enhanced DBS (Disclosure and Barring Service) check.

Job Description Job Purpose

- The effective leadership, management and administration of Tulip as a member of the Community Inclusive Trust
- Ensuring achievement of the highest possible standards of teaching and learning within the school ensuring every child is supported in achieving their fullest potential
- Representation of the school and its interests within the wider community at all levels and within the Community Inclusive Trust
- Meeting the National Standards for Headteachers as published by the DfE
- Contributing to the development of the CIT SEND arm

Main Duties of the Role

- Maintaining a broad and balanced curriculum which is up to date, meeting all statutory requirements relevant to all students and is sufficiently flexible to accommodate changing needs and the requirement of the National Curriculum
- Developing a high standard of teaching and learning throughout the school by monitoring, encouraging, training and personal example
- Advising and assisting the Local Schools Board and Trust Board, attending meetings and providing such information as is necessary
- Implementation of development plans approved by the SEND Lead
- Ensuring the effective management and deployment of teaching and support staff together with appropriate systems of delegation and discipline through the management structure of the school
- Achieving effective communication and liaison with teaching and other staff and their representative organisations
- Monitoring and evaluating the work and organisation of the school with a view to achieving improvements where appropriate
- Ensuring provision of effective professional staff development and in-service training programmes
- Supervising and participating in Performance Management under the relevant regulations
- Promoting effective systems for the social and pastoral development of students and staff and their safety and well being
- Ensuring all policies and systems are implemented so as to achieve equal opportunities for all and that the school is fully inclusive
- Developing and further strengthening existing relationships with pupils, parents, staff, relevant statutory bodies and the wider community
- Promoting mutual understanding and support for the aims and performance of the school
- Providing efficient and effective management, allocation, control and monitoring of the human, financial and material resources of the school together with the conservation and proper use of school buildings, grounds and equipment
- Effectively managing the school budget and following the trust financial procedures, and scheme of delegation at all times
- Fulfilling such other requirements as are included in the condition of employment of Headteachers, specified in the current School Teachers' Pay and Conditions Documents

Headteachers' Standards

It is expected that a Headteacher will meet the relevant DfE Headteachers' Standards.

School Culture

- 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

Teaching

- 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

Curriculum and Assessment

- 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 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

Behaviour

- 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 adults within the school model and teach the behaviour of a good citizen

Additional and Special Educational Needs and Disabilities

- 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

Professional Development

- 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 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

Organisational Management

- 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

Continuous School Improvement

- 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

Working in Partnership

- 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

Governance and Accountability

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationships with those responsible for governance
- ensure staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Person Specification

Factor	Essential	Desirable	Assessment
Qualification	<ul style="list-style-type: none"> • Qualified Teacher Status • Completion of NPQH or currently working towards it • Evidence of continuing professional development or further professional study 	<ul style="list-style-type: none"> • Higher degree qualification, postgraduate course, recognised special education qualification 	A, I, R, D
Experience	<ul style="list-style-type: none"> • Previous leadership experience • Substantial experience working in a special educational setting • Experience of conducting performance management • Evidence of management of the curriculum and assessment • Experience of working with children with challenging behaviours • Experience of appointing, managing and inducting staff • Experience of resource management • Experience in working effectively with parents/carers, external professionals and other agencies. • Experience of leadership at whole school level • Experience of successfully supporting others • Experience of effective behaviour management • Experience of working with a governing body • Experience of deploying staff across a whole school • Experience of strategic planning. • Experience in developing whole-school policies and strategies 	<ul style="list-style-type: none"> • Experience in more than one school • Experience of financial management 	A, I, R
Leadership & Management	<ul style="list-style-type: none"> • Ability to inspire and motivate staff, pupils, parents and governors to achieve the school's aims • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these • Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils • Ability to delegate work and support colleagues in undertaking responsibilities • Ability to confront and resolve problems • A proven track record in raising pupil attainment 	<ul style="list-style-type: none"> • Understanding of effective budget planning and resource deployment • Experience of working with governors to enable them to fulfil whole-school responsibilities • Understanding of how financial and resource management enable a school to achieve its educational priorities • Ability to take on new challenges and to be a leader in the field of education. 	A, I, R

Skills and Knowledge	<ul style="list-style-type: none"> • Demonstrate the ability to develop and deliver effective and inspirational professional development. • Ability to review whole school systems to ensure robust evaluation of school performance. • An ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interests • Knowledge of statutory requirements and other legislation relating to safeguarding/ EHCP/employment • A commitment to the principles of high-quality SEN provision • Excellent behaviour management techniques and skills • Ability to use a range of ICT effectively and creatively as a tool for learning • Ability to gain the respect of pupils through manner of confidence and authority • A consistently outstanding teacher • A deep understanding of successful classroom practice • Understanding of safeguarding children requirements • Understanding of OFSTED requirements • Understanding the SEND Code of Practice 		A, I, R
Personal Attributes	<ul style="list-style-type: none"> • The ability to work independently and contribute as a team member • The ability to determine priorities, be self-motivated and manage time effectively • The ability to communicate effectively with a wide range of people including children, staff, parents and governors • A commitment to their own continuing professional development • The ability to lead and inspire • The ability to work calmly under pressure • The ability to critically evaluate own performance and make any necessary changes to be more effective • Enthusiastic, honest, reliable • A passion for child-centred learning • Ability to share a dynamic vision for the implementation of programmes and projects • A sense of purpose and ability to take personal initiative • A sensitive, flexible, open-minded and responsive attitude to working with others • Ability to build and maintain good relationships 		A, I, R

	<ul style="list-style-type: none">• Ability to remain positive and enthusiastic when working under pressure• Able to organise own workload in the context of varied tasks• Empathy with children		
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