

Job Vacancy

About Us

At Prestolee Multi Academy Trust, we are committed to providing exceptional leadership and fostering environments where all pupils can thrive. Our mission is to work together to improve the life chances of children through excellent education. We are proud to support a network of schools that deliver inclusive, ambitious, and inspiring education.

We are delighted you are considering applying for the position of **Headteacher at Waterloo Primary School**. This role presents an exciting opportunity for a visionary leader to make a significant difference within our Trust and the wider school community.

Our Vision

"The Trust of choice, for children, parents, and educators. A community of practice, where everyone belongs, learns, and succeeds. Where every child receives a first-class education and is prepared for a future of possibilities."

About Waterloo Primary School

Waterloo Primary School is a caring, inclusive, and ambitious learning community where every child is valued and encouraged to succeed. We pride ourselves on providing high-quality teaching and learning experiences, supporting each child to reach their full potential. As part of Prestolee Multi Academy Trust, we are committed to continuous school improvement and collaborative working, ensuring all pupils achieve the best possible outcomes.

Job Description

Job Title	Headteacher
Location	Waterloo Primary School, Prestolee Multi Academy Trust
Reports to	CEO, Deputy CEO, and Trust Board
Grade	Group 3 (L20 - L24)
Type	Permanent
Start Date	September 2026

Purpose of the Role

To provide strategic leadership and professional management for Waterloo Primary School. The Headteacher will create a culture of high expectations, securing excellent teaching and learning, and ensuring a safe, inclusive, and supportive environment where pupils and staff can flourish.

Key Responsibilities

Strategic Leadership & Vision

- Develop and communicate a clear, ambitious vision for the school, aligned with Trust priorities.
- Inspire and empower staff and pupils to achieve high standards and foster a culture of continuous improvement.
- Lead innovation and apply evidence-informed strategies to raise outcomes and secure long-term success.

School Culture & Ethos

- Sustain a positive, inclusive, and ambitious school culture.
- Set high expectations for pupil behaviour and conduct, promoting respectful relationships.
- Ensure safeguarding is at the heart of school life, meeting all statutory responsibilities.

Curriculum, Teaching & Learning

- Lead the design and delivery of a broad, balanced, and coherent curriculum that meets pupils' needs.
- Promote consistently high-quality teaching based on research and best practice.
- Ensure robust assessment processes to track progress and inform teaching.

Inclusion and SEND

- Uphold ambitious expectations for all pupils, including those with SEND.
- Ensure inclusive practices enable all pupils to access the curriculum and succeed.
- Work with families and external professionals to meet the needs of pupils, ensuring compliance with the SEND Code of Practice.

Staff Development and Wellbeing

- Build and develop a high-performing team through high-quality professional development.
- Hold staff to account with robust performance management processes.

Prestolee Multi Academy Trust is a company limited by guarantee registered in England and Wales number 9481323
Church Road, Stoneclough, Radcliffe, Manchester M26 1HJ

- Promote staff wellbeing, ensuring a positive and supportive working environment.

Organisational Management

- Oversee the day-to-day management of the school, ensuring operational efficiency.
- Manage resources responsibly, ensuring value for money and alignment with school priorities.
- Implement effective safeguarding and health and safety practices.

Continuous School Improvement

- Lead school self-evaluation and strategic planning processes.
- Develop and implement evidence-informed improvement strategies.
- Monitor and evaluate progress towards improvement priorities, ensuring sustained success.

Partnerships and Community Engagement

- Forge strong relationships with parents, carers, and the wider community.
- Work collaboratively with other schools and organisations to share best practice.
- Represent the school positively in the community and foster wider partnerships.

Governance and Accountability

- Work closely with the Trust Board and Local Governing Body, providing clear and accurate reporting.
- Ensure all staff understand and fulfil their professional responsibilities.
- Ensure full compliance with statutory and regulatory frameworks.

Person Specification

Criteria		Essential / Desirable
Qualifications	Qualified Teacher Status (QTS)	Essential
	Postgraduate leadership qualification (NPQH/NPQEL) or evidence of working towards	Essential
	Evidence of sustained professional development	Essential
Experience	Proven record of successful headship or senior leadership in a primary school	Essential
	Evidence of improving outcomes and raising attainment	Essential
	Experience of school self-evaluation and strategic planning	Essential

*Prestolee Multi Academy Trust is a company limited by guarantee registered in England and Wales number 9481323
Church Road, Stoneclough, Radcliffe, Manchester M26 1HJ*

	Effective budget management and resource deployment	Essential
	Experience of working with governors, parents, and external agencies	Essential
	Broad teaching experience across the primary age range	Desirable
Leadership & Management	Clear vision for school improvement with the ability to inspire and motivate others	Essential
	Proven ability to lead and manage staff effectively	Essential
	Strong understanding of curriculum leadership and quality assurance	Essential
	Thorough understanding of safeguarding and safer recruitment	Essential
	Knowledge of current educational policies and Ofsted requirements	Essential
Teaching, Learning, and Curriculum	Strong understanding of high-quality teaching and learning	Essential
	Ability to design a broad and coherent curriculum	Essential
	Proven strategies for closing attainment gaps	Essential
	Effective use of assessment to support pupil progress	Essential
Personal Qualities & Skills	Excellent communication and interpersonal skills	Essential
	A reflective, resilient, and approachable leader	Essential
	Commitment to inclusion, equity, and pupil wellbeing	Essential
	A collaborative approach to leadership and teamwork	Essential
	Passion for education and improving life chances for all pupils	Essential
	Commitment to continuous personal development	Essential
Safeguarding	Thorough understanding of safeguarding legislation and practice	Essential
	Commitment to promoting a culture of safeguarding	Essential

How to Apply

To apply for the role of Headteacher at Waterloo Primary School, please complete your application via the SAMpeople Recruit. To arrange a visit to the school, please contact the school office at 0161 330 1280. For more information or an informal conversation about the role, please contact rebecca.dunne@prestoleetrust.org.

Closing Date: 12th April 2026 at 6pm

Interviews: 21st & 22nd April 2026

Thank you for your interest in joining our team and leading Waterloo Primary School into the future.