

Aldercar High School 

Headteacher Recruitment Pack



A Message from our CEO:

Embark Federation is now the largest multi-academy trust in Derbyshire, serving a growing family of primary and secondary schools. Our ambition is simple: to create schools that stand out at the heart of their communities, where young people and staff can thrive.

Aldercar is an important part of that story. It is a well-established secondary school with strong foundations, committed staff and a clear sense of identity. Like many schools, it has experienced sustained pressure in recent years, and now needs strong, consistent leadership to bring clarity, confidence and direction into its next phase.

We are looking for a Headteacher who understands both the challenge and the opportunity of this role. Someone who can lead with integrity, build trust, and do the sustained work required to strengthen culture, consistency and outcomes over time.

As a Trust, we are committed to backing our Headteachers. We provide support, challenge and professional trust in equal measure, and we believe in giving leaders the space and authority to lead their schools well.

This is a substantive headship, in a real school, within a growing Trust that believes leadership matters. For the right person, it is an opportunity to make a lasting difference locally and across the wider system.

Matthew Crawford
Chief Executive Officer
Embark Federation

Aldercar High School



Who are we looking for:

As Headteacher of Aldercar High School, you will be responsible for leading a school that places young people and their life chances at its centre. You will care passionately about this and we will ask you to:

Aldercar High School 

Build a culture rooted in strong relationships, trust and respect

- Work closely with parents and carers as partners in their children's education to improve outcomes
- Champion inclusion, ensuring high-quality provision for pupils with SEND and those facing disadvantage
- Establish consistency in behaviour, routines and expectations so all pupils can learn and thrive
- Raise aspiration and outcomes through sustained, purposeful leadership
- Work openly and professionally with governors and Embark Federation
- You will be trusted to lead the school, and expected to do so with compassion, judgement and integrity.



Why Aldercar High Matters:

Aldercar High School is a non-selective, 11–18 secondary school serving around 690 pupils from across Langley Mill, Aldercar and the surrounding Derbyshire communities.

A significant proportion of our students are eligible for free school meals, and many face socio-economic barriers that make educational opportunity far from guaranteed. Our community values belonging, aspiration and outcomes for all, including pupils with SEND and those who are disadvantaged.

At Aldercar High, education is not just about attainment it is about giving every young person the best chance in life and supporting families as partners in that journey.

You will lead a school that:

Is deeply rooted in its local community and trusted by families

Has a strong commitment to inclusion, support and opportunity for all pupils

Works every day to raise aspiration and improve life chances

Seeks to build consistency, confidence and progress in outcomes over time

Aldercar High School 



About the Trust: Our Vision is to create schools that stand out at the heart of their communities and want everyone to experience and enable the collective commitment to inclusion

Our Core Beliefs

Family

Integrity

Teamwork

Success

Our Strategic Ambitions

Stand Out Schools



Standing out for our offer for young people, adults and communities.

Collective
Commitment to Inclusion



Enabling everyone to Love Learning and Love Life.

Environmental
Sustainability



Looking after our local area for future generations.

Organisational
Excellence



Enabling our schools to fully focus on children's education.

Our purpose is to help everyone **Love Learning & Love Life!**

FAMILY

I feel **welcome**, a sense of **belonging** in my school and within the Embark family.

I feel **listened** to and **valued**.

I feel **noticed** and people care how I feel.

People take time to get to **know me** and my family.

I have a **trusted** person I can always talk to.



INTEGRITY

People **notice** the **unique** things I am good at and **celebrate** these.

Difference is treated with **dignity** and **celebrated**.

People support me to do **my best** – I know how well I am doing at school and how to improve.

I am treated with **relentless positivity and love** which helps me resolve difficult situations.

TEAMWORK

I am **encouraged** to work well with others.

I'm **not on my own**. There is always someone to support me with my concerns.

I have the **right support and expertise at the right time** from the right person.

I am supported and encouraged to have a go at anything, and I **am included**.



**Enabling everyone
to love learning
and love life**

SUCCESS

People have high **aspirations** for me and **support** me to access all opportunities.

People **see my greatness** in all its forms.

My **environment** enables success.

I have the **support** I need from different people.

I am encouraged to try **my best** and **aim high**.

Our goal is that by 2027, every school in our Trust will meet or exceed national performance standards. As Head, you will be a key player in this.

Leverage **specialist support** in Teaching & Learning and subject specialisms to support key priorities and enhance capacity.

Codify the school improvement offer to ensure consistency, clarity, and transparency across the Trust.

Embed effective *ICFP to secure financial stability and efficient staffing, ensuring a broad, balanced, and high-quality inclusive education for all.

Further develop and implement a robust data analytics strategy to identify trends, monitor progress, and inform targeted school improvement actions and interventions for our young people. E.G RAG meeting

To continue to bring the collective commitment to life in particular for our vulnerable young people in terms of supporting attendance, behaviour, SEND provision, curriculum & pedagogy adaptations.

Align school self-evaluation processes with the updated Ofsted framework and build staff confidence in its application.

What can you expect from us?

- A comprehensive local induction
- A 'Me at my Best' Conversation to support you in succeed
- Ongoing Support and Development.
- A great working environment

Your Mental and Physical Health matters

Mental health, counselling & mindfulness support
Physiotherapy and nurse support
Cancer, Chronic Illness and bereavement Support
Menopause Support
Free Eye Care vouchers

Your Financial Health matters

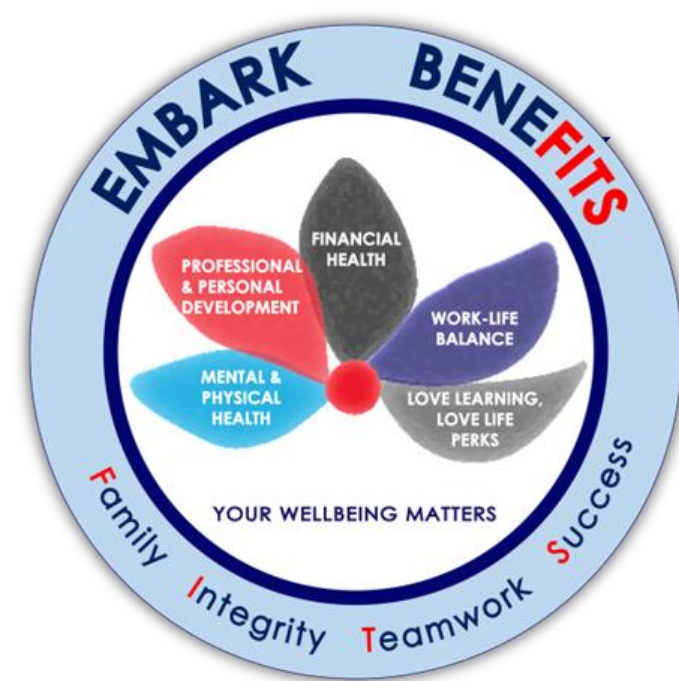
Savings and Loans direct from your salary
Salary advances to help those unexpected events
Teachers and Local Government Pension Schemes
Savings, Mortgage and Personal debt advice
Every day discounts and savings – Embark Perks

Your Work-Life FIT matters

Flexible Working options
Maternity, Adoption, Parental, Shared Parental and Special Leave options and Support
Shared Parental leave – maximising your pay
Retirement Support

Your Professional & Personal Development

ECT and NPQ programmes
Apprenticeship opportunities
Mastering Mindfulness
Strategy, cross phase and subject lead trust wide development



What it feels like to work in Embark (staff Survey)



Collaborative Improvement & Professional Development for all staff





How to Apply:

Aldercar High School is looking for a Headteacher who believes in young people, values strong relationships, and is committed to improving life chances through education. This is a role for someone who understands the complexity of school leadership and is motivated by making a lasting difference for a community.

If you are a leader who combines high expectations with care, ambition with integrity, and resilience, we would welcome your application.

Application process

- Complete the application via My new term
- Informal conversations are encouraged and welcomed.
- **Submit applications by Sunday 25th January**

Next steps

- Shortlisting will take place **w/c 26th January**
- Assessment and Interviews will be held on **12 and 13 February**
- The process will include opportunities to engage with the school and Trust

For an informal discussion about the role please contact: Anna Upton on 07973156943

To arrange a school visit, please contact: Craig Yates on 07947999732

