



Headteacher
Recruitment Pack
'Let all that you do be done in love'



Introduction from the CEO

Thank you for your interest in becoming a Headteacher at Medway Anglican Schools Trust, known as MAST.

At Medway Anglican Schools Trust (MAST), we work closely together to ensure our school communities feel supported to develop and improve. Through honesty, openness and transparency, we work collaboratively to provide high-quality education while respecting the unique context of each of our schools.

We are ambitious for our children, staff and communities. This ambition is reflected in our commitment to excellent teaching and learning, strong leadership and professional collaboration. Our Headteachers work closely together to support and challenge one another and are deeply committed to the success of their own schools and communities. As an Anglican VA Trust, our Christian values underpin everything we do. Working in partnership with the Rochester Diocesan Board of Education, we seek to ensure that our children and communities flourish academically, spiritually and socially.

This is an exciting time to join MAST, with growth and development plans that will benefit pupils, staff and families across the Trust.

If you would like to discuss the role further or arrange an informal visit, please do not hesitate to contact me.

Ben Hulme





About MAST

Medway Anglican Schools Trust was formed in September 2015 and is a Church of England VA trust, built upon the importance of positive relationships amongst all involved. Our schools retain their own individuality, but the trust is always there to provide advice, guidance and support for each school. Our schools work well together and support one another in raising standards.

MAST values strong, ethical leadership and seeks to empower Headteachers to lead with confidence and integrity. We are a Trust whose Christian values are embedded in our work and relationships with our school communities. The entire MAST community is passionate about providing the best education for our children in our rich and diverse school communities so that they flourish.

MAST is an equal opportunities employer. We welcome applications from all sections of the community and are committed to creating an inclusive environment for staff and pupils. If you require any reasonable adjustments to support you with your application or the interview process, please contact the HR team.

We value all members of staff alongside professional and supportive staff relationships. We are committed to providing career progression through continuing professional development

We offer:

- Positive, friendly working environment
- Teachers' Pension Scheme & Local Government Pension Scheme
- Travel expenses
- Flexible working
- Wellbeing support services





About the Vacancy

Headteacher – St. Margaret's Church of England Junior School

Full time (52 weeks), permanent, based at St. Margaret's Church of England Junior School, Orchard Street, Rainham, Kent, ME8 9AE

Salary: L11-L20*

***negotiable for the right candidate.**

Required: September 2026

Medway Anglican Schools Trust (MAST) is seeking to appoint a Headteacher to provide inspirational, strategic and operational leadership. The successful applicant will ensure that the school delivers high-quality primary education within a distinctively Christian environment. Additionally, they will ensure that every child is nurtured academically, spiritually, socially and emotionally, in line with the values and teachings of the Church of England.

Within Medway Anglican Schools Trust, the Headteacher role carries full responsibility for the day-to-day leadership of the school, working in partnership with the Trust CEO and Governing Body. We warmly welcome visits and applications from candidates of all backgrounds and experiences.

Tours for all candidates are strongly encouraged.

Closing date for applications: **Noon, Wednesday 25th February 2026**

Interviews to be held: **Wednesday 4th and Thursday 5th March 2026**

If you are interested in applying for this position or to find out more, please contact either Ben Hulme, CEO on ben.hulme@mastacademy.co.uk or Natalie Hobbs, Director of HR on hr@mastacademy.co.uk



About St. Margaret's

School Ethos and Values

St. Margaret's Junior School, Rainham is a welcoming and nurturing Christian community, rooted in the values of faith and love. High expectations underpin all aspects of school life, and pupils are encouraged to approach learning, responsibility and challenge with resilience, compassion and courage. The school is committed to ensuring that every child is known, valued and supported to flourish academically, socially and spiritually throughout their junior years.

Curriculum and Learning

The school offers a creative, ambitious and carefully designed Key Stage 2 curriculum that motivates and engages learners. Teaching and learning are enriched through meaningful experiences that support strong academic outcomes, personal development and effective preparation for secondary education. St. Margaret's Junior School is firmly committed to inclusion and equality of opportunity, ensuring that every pupil is supported to achieve and succeed, regardless of background or individual need.

Looking Ahead

St. Margaret's Junior School continues to build on its strengths as part of a collaborative and supportive school community. Strong partnerships with families, the local church, feeder infant schools and external agencies enable the school to meet pupils' needs effectively and support smooth transitions into and beyond the junior phase. The school is focused on sustained improvement, ensuring that all pupils leave St. Margaret's as confident, capable and well-prepared young people, ready to thrive in the next stage of their education.



Why Join Us?

This is a rare opportunity for an ambitious and values-driven Headteacher to lead the next phase of development at St. Margaret's Junior School, Rainham, a flourishing Church of England school within a supportive and collaborative Trust.

St. Margaret's Junior School is at an important and exciting point in its journey. Building on strong foundations, the successful candidate will play a pivotal role in shaping the strategic direction, culture and curriculum of the school, ensuring that pupils thrive academically, socially and spiritually throughout their junior years. The role offers the opportunity to strengthen high-quality Key Stage 2 provision, support smooth transitions from infant schools and prepare pupils exceptionally well for secondary education.

As Headteacher, you will combine clear strategic leadership with a strong moral purpose. You will lead the day-to-day life of the school with confidence and visibility, embedding high expectations, promoting inclusive practice and ensuring that every child is nurtured, challenged and enabled to flourish. You will foster a culture where staff are empowered, pupils are challenged and nurtured, and Christian values are lived out in daily practice. You will work in close partnership with Medway Anglican Schools Trust, benefiting from professional challenge, guidance and support, while retaining and strengthening the school's distinctive identity, Christian ethos and strong links with its local community. The Trust provides a collaborative environment in which leaders are supported to grow, innovate and lead with confidence.

Joining MAST means becoming part of a network of school leaders who work together to share expertise, drive improvement and build leadership capacity across the Trust. This role offers influence beyond a single school, with opportunities to contribute to Trust-wide development, support system leadership and help shape sustainable excellence for children, families and communities. This position will particularly appeal to a leader who is forward-thinking, relational and ready to lead with courage, compassion and clarity, building on existing strengths while guiding St. Margaret's Junior School confidently into its next chapter.



About You

1. Purpose of the Role

The Headteacher will provide inspirational, strategic and operational leadership to ensure that the school delivers high-quality primary education within a distinctively Christian environment. The post holder will ensure that every child is nurtured academically, spiritually, socially and emotionally, in line with the values and teachings of the Church of England.

2. Christian Vision and Ethos

The Headteacher will:

- Articulate and embed a clear Christian vision that shapes the life and work of the school
- Ensure the school's ethos is distinctively Christian, inclusive, and child-centred
- Work closely with governors, parish clergy, and the Diocese to strengthen the Anglican character of the school
- Ensure high-quality Collective Worship that is age-appropriate, inclusive, and reflective
- Ensure Religious Education is well-led, well-resourced, and meets diocesan and statutory requirements
- Lead preparation for SIAMS inspections

3. Strategic Leadership and School Improvement

The Headteacher will:

- Provide clear direction and vision for the school's future
- Lead the development, implementation, and evaluation of the School Development Plan
- Ensure sustained improvement in outcomes for pupils across all primary phases
- Monitor and evaluate standards of teaching, learning, and assessment
- Ensure compliance with Ofsted, SIAMS, and statutory requirements



4. Teaching, Learning and Curriculum

The Headteacher will:

- Ensure consistently high-quality teaching and learning across the school
- Promote a broad, balanced, and ambitious primary curriculum, rooted in Christian values
- Ensure effective early reading and phonics provision
- Use assessment information to track pupil progress and support targeted interventions
- Promote creativity, curiosity, and a love of learning in all pupils

5. Pupil Outcomes, Inclusion and SEND

The Headteacher will:

- Promote high expectations and achievement for all pupils
- Ensure effective provision for SEND, disadvantaged pupils, and vulnerable learners
- Foster inclusive practice so that every child can flourish
- Ensure pupils develop resilience, confidence, and independence

6. Pastoral Care, Wellbeing and Safeguarding

The Headteacher will:

- Create a nurturing environment in which pupils feel safe, respected and able to thrive
- Promote pupils' spiritual, moral, social and cultural development
- Ensure safeguarding and child protection arrangements are robust and compliant
- Act as Designated Safeguarding Lead
- Promote positive behaviour and emotional wellbeing





7. Leadership and Management of Staff

The Headteacher will:

- Lead, inspire, and develop staff through effective performance management
- Support professional development, including early career teachers
- Promote staff wellbeing and a positive working culture

8. Governance and Finance

The Headteacher will:

- Work in close partnership with the Governing Body
- Advise governors on strategic and educational matters in line with the schools Scheme of Delegation.
- Ensure effective deployment of staffing and resources
- Contribute to budget planning and financial management

9. Parents, Church and Community

The Headteacher will:

- Build strong, trusting relationships with parents and carers
- Develop close links with the local parish church
- Represent the school positively within the local community and diocese
- Encourage parental engagement and community involvement

10. Equality, Diversity and Professional Conduct

The Headteacher will:

- Promote equality, diversity and inclusion in line with Christian values and legislation
- Model the highest standards of professional conduct
- Fulfil all professional duties in accordance with the Teachers' Standards and Headteachers' Standards



Person Specification

We are looking for a values-driven leader who combines strategic thinking with warmth, presence and moral purpose. The successful candidate will be committed to delivering excellent education within a distinctively Christian environment and will lead with integrity, compassion and ambition for every child and adult within the school community.

1. Essential Leadership Experience

The successful candidate will be able to demonstrate:

- Successful experience at senior leadership level within a primary or junior school, or within a Trust
- A strong and proven track record of raising standards and improving outcomes, particularly for Key Stage 2 pupils
- Clear, confident leadership of teaching, learning and curriculum design, with a strong understanding of progression and challenge across the junior phase
- Secure knowledge of safeguarding responsibilities and statutory requirements, with the ability to promote a strong culture of care and vigilance
- Experience of working effectively with governors and a range of stakeholders to secure positive outcomes for pupils
- The ability to articulate, model and embed a clear Christian vision that shapes school culture, relationships and daily practice
- Up-to-date knowledge of the current educational landscape, accountability expectations and future developments, particularly as they relate to primary and junior education





2. Desirable Development Indicators

It would be advantageous for the candidate to demonstrate:

- Completion of, or working towards, NPQ Headship or an equivalent leadership qualification
- Experience of leadership across different primary phases, with a strong understanding of transition into and out of the junior phase
- Involvement in Trust-wide, federation or partnership working beyond a single school
- Experience of leading and sustaining improvement during a period of change, development or growth
- A strong understanding of diversity, inclusion and disadvantage, and the impact these have on pupils' outcomes, wellbeing and lived experiences
- Experience or strategic oversight of curriculum continuity, particularly in English and mathematics, to ensure pupils are well prepared for secondary education
- A clear commitment to developing pupils' oracy, reading comprehension and writing stamina as key priorities in the junior years

3. How We Will Assess Your Application

Applicants will be assessed through a combination of:

- Application form
- Interview
- Presentation and professional discussion

Assessment will focus on the impact of your leadership, the clarity of your strategic thinking and your ability to lead a junior school with confidence and purpose. Particular attention will be given to your alignment with the school's Christian ethos, your understanding of the needs of Key Stage 2 pupils, and your capacity to inspire, challenge and support both staff and pupils to achieve their very best.

Medway Anglican Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to uphold the Trust's safeguarding policies, statutory responsibilities and professional standards at all times.

If you are a leader who believes deeply in the power of education, faith and community to transform lives, and who is passionate about enabling junior-aged pupils to thrive academically, socially and spiritually, we would warmly welcome your application.





Contact Us

St. Margaret's Church of England Junior School
Orchard Street, Rainham, Kent, ME8 9AE

<https://www.stmargaretsonline.net>

01634 230998

