

Headteacher Recruitment Pack – Chaucer Infants and Nursery School



A Message from our CEO:

Embark Federation is the largest multi-academy trust in Derbyshire, serving a growing family of primary and secondary schools. Our purpose is simple: to create schools that sit proudly at the heart of their communities, where children get the best possible start and staff are supported to do their very best work.

Chaucer Infant School is a school with a strong sense of identity, deep community roots and a clear commitment to its youngest learners. Early years and infant education matter its where the foundations are laid to shape children's confidence, curiosity and love of learning for years to come.

Like many schools nationally, Chaucer Infants has faced a period of sustained challenge. The school's story, however, is very much on the up. There is a committed staff team, a supportive community and a shared determination to move forward. The next phase of the journey now calls for clear, experienced and steady leadership. We want someone who understands how to lead improvement with care and purpose, and who can build confidence and consistency over time.

At Embark, we believe that strong leadership makes the biggest difference. We are committed to backing our Headteachers with high-quality support, professional trust and the right level of challenge. Our leaders are not expected to do this work alone; they are part of a wider trust community that values collaboration, learning and integrity.

This is a substantive headship in a school with enormous potential. For the right person, it is an opportunity to lead an Infant school through its next stage of development, strengthen practice where it matters most, and make a lasting difference to the lives of young children and their families.

Matthew Crawford
Chief Executive Officer
Embark Federation



About Chaucer Infant School and its Community

Chaucer Infant School serves a close-knit and diverse community in Ilkeston. The school is a familiar and valued presence for local families, many of whom have a long-standing connection to the school across generations. Relationships matter here, children are known well, families are welcomed, and staff care about getting the foundations right in the earliest years of education.

The school provides a nurturing and inclusive environment where children feel safe, supported and happy to come to school. Personal development and care are clear strengths, and staff are committed to ensuring that every child is treated with kindness, dignity and respect. The community values the school's warm ethos and the role it plays in supporting children and families beyond the classroom.

Chaucer Infant School is also at an important point in its journey. Outcomes and consistency of practice do not yet reflect the ambition held for the children it serves. Like many schools working within challenging contexts, there is a need to strengthen the quality of education, ensure high expectations across all classrooms, and secure strong progress for every child from their earliest starting points.

This is a school with the right ingredients already in place: a committed staff team, supportive families and a clear desire to improve. What it now needs is experienced, confident leadership to bring coherence, clarity and consistency, building on existing strengths and leading sustainable improvement over time.

For the right Headteacher, Chaucer Infant School offers the opportunity to work at the heart of a community, to lead with care and conviction, and to make a genuine difference to children's life chances at the point where it matters most.



We are looking for a Headteacher who will:

- **Build a strong, caring culture** rooted in positive relationships, trust and respect, where children feel safe, known and valued
- **Work closely with parents and carers** as partners in learning, strengthening communication and confidence in the schools
- **Champion inclusion**, ensuring high-quality provision for pupils with SEND and those facing disadvantage, so no child is left behind
- **Raise aspiration and outcomes over time**, through calm, purposeful and sustained leadership rather than quick fixes
- **Work openly and professionally with governors and Embark Federation**, contributing to a shared commitment to strong local schools
- **Work with the Junior school to create consistency where it matters** in behaviour, routines and expectations, giving children stability as they move from Infant to Junior phase

You will be trusted to lead, supported by the Trust, and expected to do so with compassion, sound judgement and integrity, always keeping children's life chances at the centre of decision-making.



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.

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**

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.

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**.

What can you expect from us?

- **A comprehensive local induction**
- **A 'Me at my Best' Conversation to support you to 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

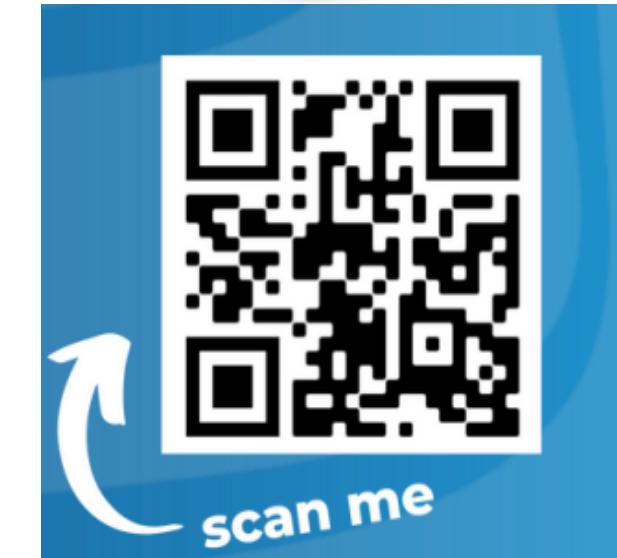
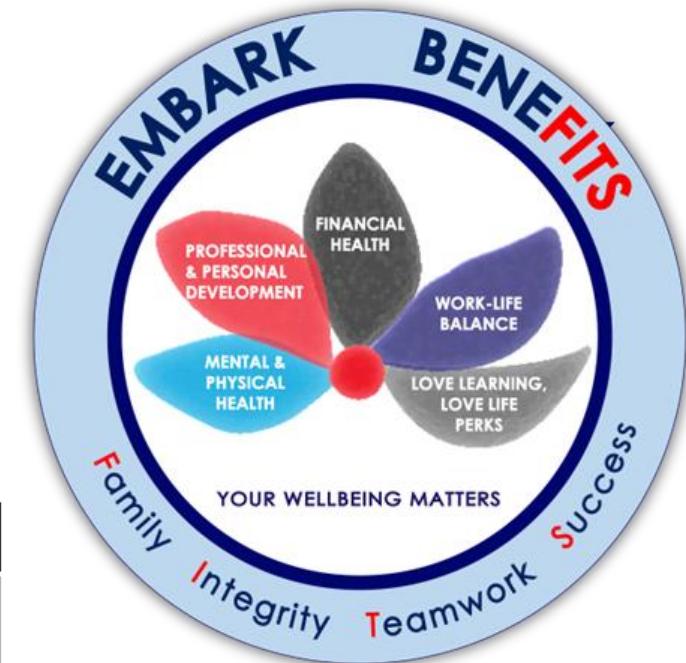
Savings and Loans direct from your salary
Salary advances to help those unexpected events
Teachers and Local Government Pension Schemes
Savings, Mortgage and Personal debt advice
Every day discounts and savings – Embark Perks

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

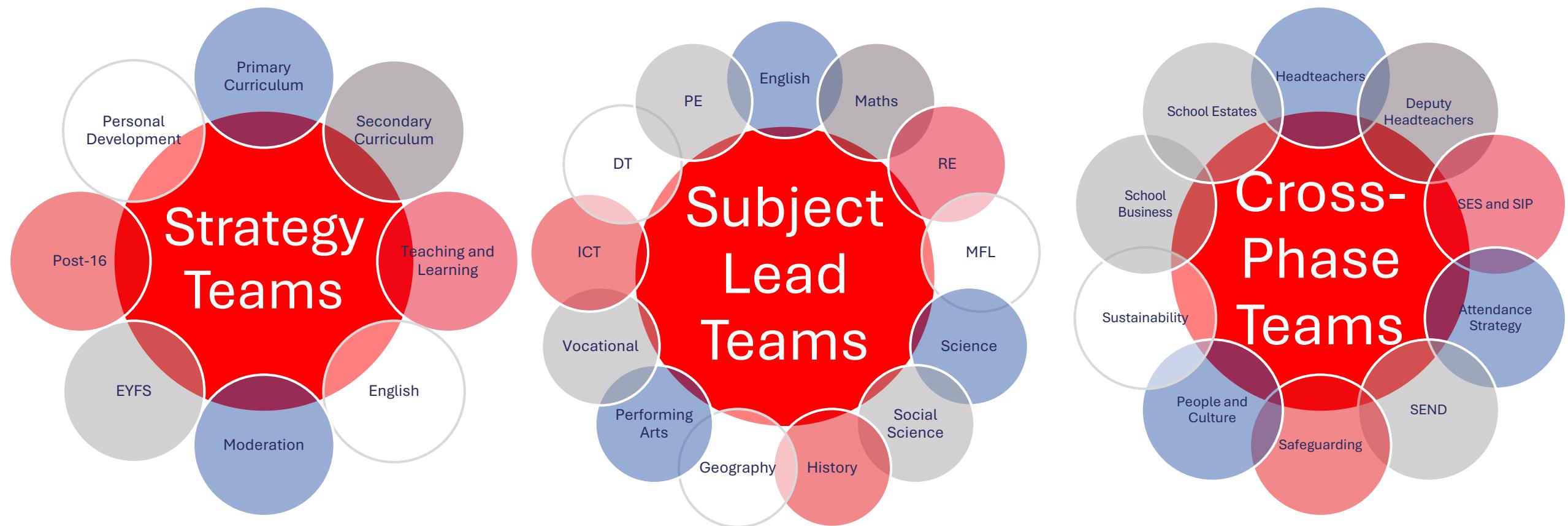
Your Professional & Personal Development

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:

Application process

- Complete the application via My new term
- Informal conversations are encouraged and welcomed.
- **Submit applications by 5pm Sunday 8th March**

Next steps

- Candidates will be informed by **13th March**
- Assessment and Interviews will be held on **23 and 24 March**
- The process will include opportunities to engage with the school and Trust

For an informal discussion about the role please email: Anna.Upton@embarkfed.org.uk

To arrange a school visit, please contact the Jo in the school office on 0115 932 5629

