



# **Carterhatch Junior School and Delta Primary School**

**Executive Headteacher  
Job Description  
and  
Person Specification**

**CONNECT  
EDUCATION TRUST**

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# Welcome from the CEO

Dear Candidate,

Thank you for your interest in the role of Executive Headteacher at Connect Education Trust.

I am proud to lead a Trust that is deeply rooted in moral purpose, integrity and an unwavering belief in the potential of every child. At Connect Education Trust, we exist to make a difference — not only in the lives of our pupils, but also in the communities we serve and the professionals who work alongside us.

Our mission is clear: to connect with our pupils and offer them an exceptional education. We know this can only be achieved by investing in people — by developing strong, reflective leaders, nurturing collaboration and creating the conditions in which schools and individuals can flourish.

The role offers the opportunity to lead across two schools, while working closely with Trust Executives. The Executive Headteacher will play a key role in strengthening leadership capacity, aligning practice and securing sustained improvement, ensuring that high standards, inclusion and opportunity are consistently embedded across both schools.

We are looking for a leader who shares our values, who is reflective and emotionally intelligent, and who is motivated by collective success rather than individual status. Someone who believes, as we do, that strong systems matter — but strong relationships matter more.

I hope this candidate information pack gives you a clear sense of our Trust, our culture and our ambitions for the future. If our vision resonates with you, I would warmly encourage you to apply. We would be delighted to learn more about your experience and explore how your leadership could contribute to the next chapter of Connect Education Trust.

Thank you for considering this opportunity.

**Androulla Nicou**



# Who we are...



## Our Vision

To empower children to lead remarkable futures.

## Our Mission

To connect with our pupils and offer them an exceptional education.

Recruiting inspirational and committed teachers, school leaders and people to empower each and every one of the children in our care.

## The Connect Core Values

### We Care



It's our calling to protect and grow our pupils and our people. We work in a world where empathy, thoughtfulness and personal responsibility are absolutely essential.

### We Empower



Pupils and our people are equipped and encouraged to be the best that they can be. We give pupils and our people the skills and the belief they need to succeed.

### We Create



We get things done, through hard work, resilience and high energy. We dream big and imagine bold new ways to shape the future of learning.

# Connect in Numbers

6 Primary Schools

8 Schools



1 Junior School

3603 Pupils



1 Special School

484 Staff



# Creating Remarkable Futures

**Remarkable Futures  
for our Pupils**



- Offering a well-rounded education that gives pupils every chance of success
- Helping pupils to fulfil their potential and to be the best that they can be
- A place where all pupils are included and enabled to flourish
- Giving pupils the confidence to believe in themselves and to dream big
- Supporting pupil's wellbeing to develop well-rounded individuals who contribute positively to society

# Creating Remarkable Futures

**Remarkable Futures  
for our People**



- Offering a well-established workplace that gives our people every chance of success
- Helping our people to fulfil their potential and to be the best that they can be
- A place where all our people are included and enabled to flourish
- Giving our people the confidence to believe in themselves and to dream big
- Supporting our people's work place fulfillment to develop well-rounded individuals who contribute positively to Connect and the wider education system



## Executive Headteacher

**Location:** Delta Primary School and Carterhatch Junior School

**Salary:** 25-30 Leadership scale

**Contract type:** Full-time, Permanent

**Start date:** 1<sup>st</sup> September 2026

### Leading through Connection, Collaboration and Purpose

At Connect Education Trust, we believe that education has the power to transform lives — not just for children, but for the families and communities we serve.

**Our mission** is simple yet profound: To connect with our pupils and offer them an exceptional education. Recruiting inspirational and committed teachers, school leaders and people to empower each and every one of the children in our care.

As our Trust continues to grow, we are seeking a talented, values-driven and inspirational Executive Headteacher to join our leadership team. This pivotal role offers an exciting opportunity to shape the strategic direction and educational excellence of two schools within our Trust.

### About the Role

As Executive Headteacher, you will provide the professional leadership, vision and inspiration that enables our schools to deliver exceptional education for every learner.

You will lead through influence rather than authority — building strong relationships with, senior teams and staff across your schools, fostering a culture of trust, collaboration and shared responsibility.

Working in partnership with the CEO, Chief Education Officer, and Chief Financial and Operations Officer, you will:

- Champion the Trust's vision and values, ensuring alignment across your schools while celebrating each school's unique character.
- Support and coach our people to sustain excellence and drive continuous improvement in teaching, learning and outcomes.
- Facilitate collaboration between schools, encouraging the sharing of expertise, innovation and best practice.
- Lead school-wide initiatives that strengthen curriculum, inclusion, and leadership capacity.
- Contribute to the wider strategic development of Connect Education Trust and play an active role in shaping its next chapter.

- You'll guide and enable, the day-to-day operations, working alongside skilled and passionate senior leadership teams who value professional autonomy within a strong network of collective accountability.

## **About You**

You are an experienced, reflective and inspirational headteacher with a proven record of improving outcomes and building capacity.

You combine educational expertise with humility and emotional intelligence — a leader who believes in collaboration, inclusion and the power of connection.

You will bring:

- Significant experience as a Headteacher or Executive Headteacher, with evidence of sustained school improvement.
- Strong coaching and mentoring skills, with the ability to inspire and empower others.
- Deep understanding of high-quality teaching, learning and curriculum leadership.
- Deep understanding of high-quality leadership of school operations.
- A genuine commitment to inclusion, wellbeing and opportunity for all.
- The drive and vision to contribute to the collective success of our Trust.

## **Why Join Connect Education Trust?**

At Connect Education Trust, you will find a team united by shared purpose and moral integrity. We are a community of schools that support one another, learn together and celebrate collective achievement.

We invest in our people, value their expertise and prioritise work life fulfilment and professional growth.

As an Executive Headteacher, you will be part of a Trust where:

- Collaboration is at the heart of everything we do.
- Innovation is encouraged, and good ideas spread quickly.
- Leadership development is supported through coaching, peer networks and professional learning opportunities.
- Every voice matters, and every leader contributes to shaping the Trust's future.

## **What We Offer**

- Leadership development and continuous professional learning opportunities.
- The chance to shape the future of multiple schools within an innovative Trust.
- A supportive, collaborative, and inclusive working culture.
- The satisfaction of making a real difference to pupils, staff, and communities.
- Competitive salary and benefits package.

# Creating Remarkable Futures

## Role Purpose

The Executive Headteacher provides strategic, educational and professional leadership across the two schools, modelling the Headteacher Standards. Working in close partnership, the role focuses on strengthening leadership practice, securing sustained improvement and ensuring consistency in high standards, while fully respecting and preserving the unique identity, culture and community of each school.

### Key Responsibilities

#### 1. Strategic Leadership & Trust Alignment

- Champion and embed the Trust's vision, values and strategic priorities across the two schools.
- Contribute actively to Trust-wide strategy, improvement planning and sustainable growth.
- Ensure both schools align with Trust expectations while celebrating each school's distinct ethos, context and community.
- Act as a key professional adviser to the Trust Executive Team on school-level performance, capacity and development.
- Understand and fulfil the statutory, professional and leadership responsibilities of a Headteacher across both schools.
- Model ethical leadership, integrity, transparency and accountability.

#### 2. Educational Excellence & Standards

- Support teachers in sustaining and improving high-quality teaching, learning and curriculum design across the Trust.
  - a. Implement Trust-wide initiatives to improve:
  - b. Pupil outcomes and progress
  - c. Inclusion and SEND provision
  - d. Attendance, behaviour and personal development
  - e. Pupil and staff workplace fulfilment
- Promote evidence-informed practice, research engagement and appropriate innovation.
- Monitor educational performance using a range of intelligence, including data, professional dialogue and external review.
- Support leaders to respond effectively to strengths and areas for development through self-evaluation and improvement planning.
- Champion high expectations and equity for all pupils, particularly the most vulnerable.

#### 3. Leadership Development, Coaching & Succession

- Coach, mentor and professionally support teachers and senior leaders across both schools.
- Provide appropriate challenge and support to strengthen leadership effectiveness, confidence and resilience.
- Build leadership capacity, talent identification and succession planning.

- Facilitate professional networks, peer review and collaborative problem-solving.
- Model reflective, emotionally intelligent and values-driven leadership.
- Support teachers in meeting and exceeding standards.

#### **4. Collaboration, Culture & Community**

- Foster a culture of trust, collaboration and shared responsibility across the schools.
- Enable the effective sharing of expertise, resources and best practice.
- Build strong, respectful relationships with leaders, staff, governors, pupils, families and communities.
- Promote inclusive practice, equity and opportunity for all.
- Strengthen collective identity and moral purpose across the schools.

#### **5. Strategic Operational Oversight**

- Be accountable for the strategic leadership of both schools operations, including finance, estates, and compliance.
- Provide strategic direction and uphold robust systems for:
  - a. Safeguarding and child protection
  - b. Health and safety
  - c. Risk management
  - d. Statutory compliance
- Provide strategic direction to ensure operational decisions align with educational priorities and Trust strategy.

#### **6. Governance, Accountability & Assurance**

- Maintain effective governance by strengthening communication in schools, governing bodies and the Trust.
- Manage robust accountability, review and performance management processes.
- Ensure teachers are well supported in meeting accountability expectations.
- Uphold the highest standards of professionalism, confidentiality and ethical conduct.

#### **Professional Expectations**

- Act consistently as a role model of the Headteacher Standards and Trust values.
- Demonstrate strong system leadership and collaborative practice.
- Maintain a sharp focus on impact, improvement and sustainability.
- Engage in continuous professional learning and reflective practice.

## Job Description

**Post Title:** Executive Headteacher

**Reports to:** Chief Executive Officer

### Purpose

Leading two or more schools by being designated as the substantive head of both or all the schools, and/or leading one school as the substantive head and being a member of the Connect central team leading an area for the Trust.

The successful candidate will bring:

- The ability and energy to lead and motivate others
- A vision to combine creativity with the basic skills of learning
- High expectations and outstanding classroom practice
- Expertise in the leading role of curriculum development, assessment, monitoring standards and behaviour management
- Enthusiasm to work with a highly motivated Leadership Team

Teaching and Learning:

- Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community
- Raise standards through staff appraisal process
- Lead the development and delivery of training and support for staff
- Lead the development and review of all aspects of the curriculum including planning, recording and reporting, assessment for learning and the development of a creative and appropriate curriculum for all pupils
- Managing the schools through strategic planning and the formulation of policy and delivery of strategy, ensuring management decisions are implemented
- Lead the processes involved in monitoring, evaluating and challenging the quality of teaching and learning taking place throughout the school, including lesson observations to ensure consistency and quality
- Ensure the systematic teaching of basic skills and recording of impact is consistently high across the school
- Develop and review systems to ensure robust evaluation of school performance, progress data and actions to secure improvements comparable to appropriate national standards
- Ensure, through effective methods of coaching and mentoring, the active involvement of pupils and staff in their own learning

Leading and Managing Staff:

- Lead regular reviews of all school systems to ensure statutory requirements are being met and improved on where appropriate
- Ensure the effective dissemination of information, the maintenance of, and ongoing improvements to, agreed systems for internal communication
- Undertake key activities related to professional and personnel issues
- Take day to day responsibility (leadership and management) of the school

## Developing self and others:

- Support the development of collaborative approaches to learning within the schools and across the Multi Academy Trust
- Organise and support the induction of staff new to the school site and those being trained within the school
- Participate/lead as required, the selection and appointment of teaching and support staff, including overseeing the work of supply teachers/volunteers/trainees in the absence of the Executive Headteacher
- Deliver an appropriate programme of professional development for all staff, including quality coaching and mentoring, in line with the school improvement plan and appraisal
- Lead the annual appraisal process for identified teachers and non-teaching staff
- Securing accountability
- Secure and improve standards of pupil attainment and achievement across the Trust
- Support the staff and Governors in fulfilling their responsibilities with regard to the school's performance and standards
- Ensure standards continue to rise - increasing the proportion of pupils making better than expected or accelerated progress across all ability groups in reading, writing and maths; including those pupils in receipt of PPG or other additional funding
- Ensure the quality of teaching is consistently good and much is outstanding
- Report the school's performance to its community and partners
- Promote and protect the health and safety welfare of pupils and staff
- Take responsibility as the Designated Senior Person for promoting and safeguarding the welfare of children and young people within the school
- Strengthening community
- To take an active role in developing links with the local community and schools, other networks and partnerships
- Develop the policies and practice, which promote inclusion, equality and the extended services that the school offers
- Develop and maintain contact with all specialist support services as appropriate
- Promote the positive involvement of parents and families in school life
- Organise and conduct meetings where appropriate with parents and carers to ensure positive outcomes for all parties
- Strengthen partnership and community working
- Contribute and work collaboratively with other school leaders within Trust

## Other Responsibilities

To undertake such duties of a similar nature as may be reasonably directed by the Chief Executive Officer from time to time. The duties and responsibilities of the post may vary from time to time according to the changing needs of the school.

The postholder shall ensure the duties of the post are undertaken with due regard of the Trust's Health & Safety Policy and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

## All Connect Education Trust staff will:

- Promote equality of opportunity.
- Follow Safeguarding Guidelines and Child Protection policy/procedures.
- Contribute to producing/delivering priorities in the Trust Strategic Development Plan
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management/appraisal.
- Promote positive attitudes and behaviour.
- Contribute to the smooth day to day running of the Trust.
- Be committed to achieving the Trust values.
- Work to develop the Trust as a successful inclusive Trust.
- Respond promptly to concerns from parents, staff or pupils.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Local Governing Bodies and Trust Board.
- Support and abide by the staff Code of Conduct.
- Have regard for and act in accordance with Health and Safety policy/practice.
- Celebrate success of pupils and staff

All Connect Education Trust Schools are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees working at the Trust are expected to share this commitment. The Trust and its schools are committed to ensuring that no applicant or employee receives less favourable treatment or is disadvantaged on the ground of gender, age, disability, religion, belief, sexual orientation, marital status or race. We encourage expertise and a staff that supports one another to develop their own practice by **Creating Remarkable Futures** for all pupils

### **Next Steps**

If you are ready to take on a role that allows you to lead through collaboration, empower others and make a lasting difference to children's lives across multiple communities, we would love to hear from you.

### **Safeguarding Statement**

Connect Education Trust is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to all relevant pre-employment checks, including an enhanced DBS check.

**For an informal, confidential discussion about the role or to attend a tour of the schools, please contact Androulla Nicou, CEO. Contact details are listed below.**

**Closing date: 05/03/2026 12:00 Noon**

#### **Interviews:**

**Tuesday 17/03/2026 First stage**

**Thursday 19/03/2026 Only required if shortlisted to proceed to second stage**

**Tours of the schools will take place on:**

**Tuesday 26<sup>th</sup> February at 9:30 am or at Thursday 3rd March at 12:30 pm**

**Please email [contactus@connectededucationtrust.org](mailto:contactus@connectededucationtrust.org) if you have any questions.**

# Executive Headteacher Person Specification

Category	Criteria	Requirement
Education & Qualifications	Educated to degree level	Essential
	Qualified Teacher Status (QTS)	Essential
	Evidence of appropriate professional development (e.g. NPQH)	Essential
	NPQEL (or willingness to undertake)	Desirable
Experience	Successful experience as a Headteacher or Executive Headteacher	Essential
	Proven track record of sustained school improvement	Essential
	Experience of working collaboratively across more than one school or setting	Essential
Skills & Knowledge	Deep understanding of high-quality teaching, learning and curriculum leadership	Essential
	Strong understanding of effective school operations and organisational leadership	Essential
	Excellent coaching, mentoring and interpersonal skills	Essential
	Ability to influence, inspire and support leaders without reliance on direct authority	Essential
	Strong analytical skills and ability to use data to support improvement	Essential
Values & Personal Qualities	Strong alignment with the values and moral purpose of Connect Education Trust	Essential
	Commitment to inclusion, wellbeing and high expectations for all pupils	Essential
	High levels of emotional intelligence, integrity and professionalism	Essential
	Resilient, reflective and solution-focused	Essential
	Passionate about collaboration and system leadership	Essential
Additional Experience & Qualifications	Experience of working within a Multi-Academy Trust	Desirable
	Experience of leading trust-wide or cross-school initiatives	Desirable
	Formal leadership coaching or mentoring qualification	Desirable

# Our Schools



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**Androulla Nicou - CEO**  
**Connect Education Trust**  
**Email: [contactus@connectededucationtrust.org](mailto:contactus@connectededucationtrust.org)**

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