



CET - Newtown Primary School
Recruitment Pack (Assistant Headteacher)





Newtown
PRIMARY SCHOOL

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Newtown
PRIMARY SCHOOL

VACANCY
ASSISTANT HEADTEACHER

Lead, shape and grow within a supportive trust and established school community



WELCOME



Welcome to Cumbria Education Trust (CET)

The Trust is responsible for the education of more than 6,000 young people across twelve primary schools, five secondary schools (including Workington Academy) and our West Coast Sixth Form (a collaboration between The Whitehaven Academy and Workington Academy). While we have grown quickly, the vision for our young people remains the same, to enable every one to reach their potential by providing an innovative and inspiring learning experience.

We believe in raising the aspirations of our children and helping them aim higher. We offer a broad and balanced curriculum that is enriched by many wonderful and exciting opportunities. 'Be the best you can be' is a motto shared throughout our schools, as are the key characteristics of Respect, Responsibility and Resilience.

I firmly believe that schools are stronger when they work together and sharing best practice across our primaries and secondaries is part of everyday life. It is also a priority to support teachers with excellent professional development opportunities, which in turn benefits all our children.

Our schools are a vital cog in their local communities and we are fortunate to count on strong support from families and stakeholders in each area.

Lorraine Hughes,
Chief Executive, CET




ABOUT
Newtown
PRIMARY SCHOOL

Newtown Primary School is a welcoming and inclusive school serving children aged three to eleven in Carlisle. At the heart of the school is a strong commitment to ensuring that every pupil feels safe, valued and supported to achieve their best.

The school provides a broad and engaging curriculum, enriched by a wide range of opportunities beyond the classroom. Pupils benefit from sporting activities, creative experiences, educational visits and community partnerships that support both academic progress and personal development. There is a clear focus on nurturing confidence, independence and positive attitudes to learning.

Relationships are central to life at Newtown. Staff work closely with families and the wider community to create a caring and purposeful environment where children are encouraged to be resilient, responsible and respectful. Inclusion and safeguarding are priorities, with high expectations for behaviour, attendance and achievement.

As part of Cumbria Education Trust, Newtown Primary School benefits from collaboration with partner schools and access to trust wide expertise and support. At the same time, it retains its strong identity and deep roots within the local community.

This is a school with a clear sense of purpose and a commitment to continuous improvement, offering an incoming assistant headteacher the opportunity to build on existing strengths and shape the next stage of its development within a supportive and ambitious trust.



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THE ROLE



WHO WE ARE LOOKING FOR



We are seeking an experienced and values led primary school leader who is ready to take on assistant headship within a supportive and collaborative trust.

You will be committed to ensuring every child receives an inclusive, high quality education and will bring the ambition, resilience and moral purpose needed to lead Newtown Primary School into its next chapter.

You will have a strong track record of senior leadership in a primary setting, with clear evidence of impact on school improvement, teaching and learning, and pupil outcomes. You will be confident leading people and change, building a positive professional culture where staff are supported, developed and held to high expectations.

As a leader, you will provide visible and strategic leadership, setting a clear vision aligned to both the school's context and Cumbria Education Trust's wider priorities. You will work effectively with governors, families and external partners, and will be able to communicate with confidence and credibility across the whole school community.

We are looking for a leader who places safeguarding, inclusion and wellbeing at the heart of decision making, ensuring that all pupils, including the most vulnerable, are supported to thrive. You will be reflective and responsive, able to balance day to day leadership with long term planning and sustained improvement.

You will be a qualified teacher with QTS and hold, or be willing to undertake, the NPQH within two years. Above all, you will be an aspirational leader who leads with integrity, empathy and a clear sense of purpose.

ROLE DETAILS



WHAT WE CAN OFFER YOU



Be part of the leadership at Newtown Primary School in an empowering culture, with high quality support and a clear sense of purpose

High quality professional development and leadership support, including clear progression pathways

A collaborative trust environment where leaders work together and share expertise

A culture that values wellbeing, sustainable leadership and work life balance

Access to experienced CET teams supporting school improvement, HR, finance and safeguarding

A dedicated staff team and engaged school community with shared ambition for every child

The chance to make a meaningful and lasting impact within a supportive and ambitious trust



ASSISTANT HEADTEACHER

As Assistant Headteacher, you will play a key role in the strategic and day-to-day leadership of the school. You will work closely with the Headteacher and leadership team to:

- Provide strong, visible leadership that reflects the values and vision of Newtown Primary School and Cumbria Education Trust.
- Lead school improvement, ensuring high standards of teaching, learning, behaviour and wellbeing.
- Create a safe, inclusive and aspirational environment where all pupils can thrive.
- Inspire, develop and support staff through clear expectations, professional development and a positive school culture.
- Work effectively with governors, families and partners to strengthen outcomes for children.
- Manage school resources responsibly, ensuring financial sustainability and compliance.
- Contribute to collaboration and shared practice across CET and its family of schools.



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THE DETAILS

ROLE
Assistant Headteacher

SCHOOL
Newtown Primary School

SALARY
Leadership Scale L1 to L5

REPORTING TO
Headteacher

CONTRACT
Permanent, full time

A full Job Description and Person Specification are available and form part of this recruitment pack.

We Are Looking For Someone Who:

- Is an excellent practitioner with a strong understanding of effective behaviour management
- Has a clear commitment to inclusive, child-centred approaches
- Has a secure knowledge of teaching and learning pedagogies across school
- Is passionate about safeguarding and pupil wellbeing
- Is adaptable, resilient and thrives in a fast-paced, ever-changing environment
- Has the confidence and skills to coach, mentor and develop staff
- Demonstrates outstanding people skills and clear, positive communication
- Can inspire others and drive improvement from good to great
- Values partnership with parents, carers and the wider community
- Is willing and excited to teach across the school as part of a leadership role
- Is confident in interpreting data to inform strategic planning and will support others to use evidence effectively to meet needs and improve outcomes across the school
- Demonstrates commitment to their own professional development

Why Join Newtown Primary?

- A warm, welcoming school with a strong sense of community
- Children who are enthusiastic, curious and eager to learn
- A supportive and committed staff team
- Leadership that values collaboration, professional growth and well-being
- The opportunity to shape the future direction of the school and make a lasting impact outcomes across the school
- Demonstrates commitment to their own professional development



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ABOUT CET



Cumbria Education Trust is a growing family of primary and secondary schools working together to improve outcomes for children and young people across the region.



As part of Cumbria Education Trust, Newtown Primary School is supported by a central Trust Services team, providing specialist expertise and operational capacity. This ensures leaders are supported to focus on educational leadership, teaching and learning.

Trust Services include support across

- ✓ School Improvement and Learning Provision, including leadership support and professional development.
- ✓ Human Resources, including recruitment, staffing and people management advice.
- ✓ Finance and Procurement, supporting budget management, compliance and sustainability.
- ✓ Data and Assessment, providing insight, analysis and support to inform improvement.
- ✓ Marketing and Communications, supporting recruitment, engagement and reputation.
- ✓ IT Services, ensuring reliable systems and infrastructure.
- ✓ Safeguarding, providing guidance, oversight and specialist support.
- ✓ Estates and Business Operations, supporting safe, compliant learning environments.
- ✓ Governance Support, ensuring strong and effective governance arrangements.

These services work in partnership with school leaders, providing support, challenge and expertise while respecting the autonomy and identity of each school.

WHAT OTHERS SAY

“You are part of a wider community and there are real opportunities to develop your own practice while supporting the development of others.”

“You are well supported and never feel isolated. There is always someone to talk to and doors are genuinely open across the trust.”

“Being part of the trust has given me opportunities to take on wider leadership roles while continuing to grow and develop as a headteacher.”

“The collaboration across schools has been a real strength. You are trusted to lead your school, but you are not expected to do it alone.”



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HOW TO APPLY



KEY DATES

CLOSING DATE
10th May 2026 (12PM)

SELECTION PROCESS
Week commencing
18th May 2026

Applications for this role are managed through MyNewTerm and will be advertised via the Cumbria Education Trust website.

Candidates should complete the online application form via MyNewTerm. Registration is free and allows applicants to track the progress of their application and receive automated updates.

Arrange a visit
School visits are warmly welcomed. To arrange a visit or an informal discussion about the role, please contact Paula Richardson, School Administrator.

☎ 01228 409650

Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and young people.

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