

Corinium Education Trust

Collaboration • Kindness • Courage • Innovation



Primary Headteacher Applicant Pack

Collaborative • Kindness • Courage • Innovation



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“ Leaders support staff's professional development well. ”

Chesterton Primary School

- OFSTED



Welcome Letter from the Chair

Dear Applicant,

It is with enormous pleasure that I welcome you to the Corinium Education Trust.

Our Trust is highly successful and includes Cirencester Deer Park School and five primary schools ranging from 50 to 180 students on roll. We have also been awarded a seventh school, a new primary school in Cirencester. The Steadings School is expected to be opened by 2029. This is an exciting development for our Trust.

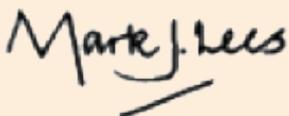
Our schools are successfully led by talented headteachers who form the Trust's leadership group. Our headteachers and our wider community have worked with us to establish our Trust vision and values which is that 'we are committed to improving learning and life chances.' Our values are 'courage, kindness collaboration, innovation and being the best, we can be every day.' All of our schools are now OFSTED good, with Chesterton Primary School moving from RI to good in June 2025 after intensive school improvement support from our Trust. The Trust is very proud of this achievement.

Our schools work autonomously within the Trust, vision and values, which form a framework for our collaborative decision making. The Trust Board expects our headteachers and staff to provide the best opportunities for our students. Three of our primary schools are Church of England VC schools. We have a close working relationship with the Diocese of Gloucester, reflecting our minority articles. We value the mix of schools and phases which bring diversity and inclusivity into our Trust family.

The Trust Board consists of highly committed and ambitious trustees that support and challenge in equal measures. They come from a wealth of backgrounds including education, finance and the public sector. We value our local governing bodies and have improved communication with our LGBs this year. Governance is supported by our Trust Governance Manager, and we have two other clerks.

We are looking for staff who share our ambitions for the Corinium Education Trust. We are seeking people who will work with our teams to provide world class education for our children and assist our schools to thrive and flourish for children, families, staff and governors. I hope that this person might be you.

Thank you for your interest in our trust and I look forward to meeting you.



Mark Lees
Chair of the Trust Board.





CEO Introduction

At Corinium Education Trust, we are driven by a simple but powerful belief: **every child deserves an education that enables them to flourish – academically, socially and emotionally**. This belief shapes everything we do and underpins our ambition for every school, every colleague, and every community we serve.

Across our trust, you will see first-hand the transformative impact of outstanding educational experiences spanning all phases of education. Our work is rooted in high-quality teaching, strong partnerships, and a deeply collaborative culture. We are proud of the way we support and challenge one another, underpinned by a high-quality professional development offer that not only strengthens our own schools but also supports trusts across the Southwest. Importantly, while we work collectively, each of our schools retains its own unique identity, firmly rooted in its local community.

As Trust and school leaders, we come together fortnightly through our leadership group meetings. These sessions are consistently positive, reflective and solution-focused, providing a valuable forum to shape and refine both policy and practice, and to ensure we continue to grow together in pursuit of the best outcomes for children and young people.

I hope prospective candidates for this role will share our values, our commitment to collaboration, and our belief in the power of education to change lives. We are seeking colleagues who are excited to build on strong foundations, contribute their expertise and play a meaningful role in shaping the next chapter of Corinium Education Trust.

Claire Graham
CEO





Who Are We?

The Corinium Education Trust was founded in 2018 from a desire to work collaboratively within the Cirencester and South Cotswolds geographical area to provide high quality education and a coherent provision for families with children in different phases of education within our locality.

With deliberate travel times between our schools of 10-30 minutes, we can work with high degrees of collaboration to improve the educational standards within our schools by providing a wealth of opportunity for our staff to work together.

We prioritise our great people and, therefore, have a high level of staff retention across the Trust. For sector leaders, there are strong local networks for both primary and secondary, and our Trust maintains strong links with the local authority and neighbouring schools. Furthermore, there are opportunities to engage in wider networks, including local groups that support vulnerable and disadvantaged families and professional groups such as the Southwest Trust Leaders network.

We are proud of our reputation within the Southwest Gloucestershire area and were delighted to become an Academy Sponsor in 2018, enabling us to support Chesterton Primary School to sustain improvement.

The Trust Board was founded with minority articles, and we recently welcomed Down Ampney Church of England Primary School (1 January 2025) and Sherborne Church of England Primary School (1 February 2025) into our family of schools. This means the Trust has grown to six schools who represent our mixed geographical area.

We are now working with our local community in Cirencester to plan for and open The Steadings Primary School. This new 3 form entry primary school is now scheduled to open in September 2029.

The development of this new primary school is a long-term project which will leave a legacy for Siddington C of E Primary School, new permanent additional accommodation. We are very grateful to the Regional Schools' Director and Gloucestershire County Council for the confidence and faith they have in our Trust to deliver excellence in education through our new school.



“The school and the trust have worked with determination to improve the school, they have had much success.”
Chesterton Primary School-OFSTED





Children and families are always at the heart of what we do and our decision making. Especially those children for whom disadvantage may present a barrier to education. Our positive reputation for delivering a quality offer for children with Special Educational Needs is a strength of our Trust. In addition, our Communication and Interaction Provision, based at Chesterton Primary School, provides specialist provision for Autistic children with Education, Health and Care Plans.



We are always seeking innovative ways to work with a wider group of schools and having recently initiated an open conversation about education locally, we are welcoming a breadth of discussion about development opportunities such as peer review models at both primary and secondary education. Working collaboratively ensures we sustain a healthy financial position, delivering sustainability for our schools.

Keeping education at the heart of what we do is critical to the ethos of the Trust. Our headteachers and wider Executive Leadership Team, work highly effectively to make decisions in the best interests of children and our staff. They are supported by high quality leaders at local governance and Trust levels. We are proud of the external validation we have received about the success of our school improvement strategy through recent OFSTED outcomes; this motivates us to be the best we can be every day.

The structure of our multi-academy trust is predicated on the principles of collaboration, effective teamwork and school improvement. This basis has led to a high degree of success in the last six years and provides a solid foundation for the next period of Trust growth and development.

“ Leaders have a clear and ambitious vision for the future.
This vision extends to all students.”

Cirencester Deer Park School
- OFSTED

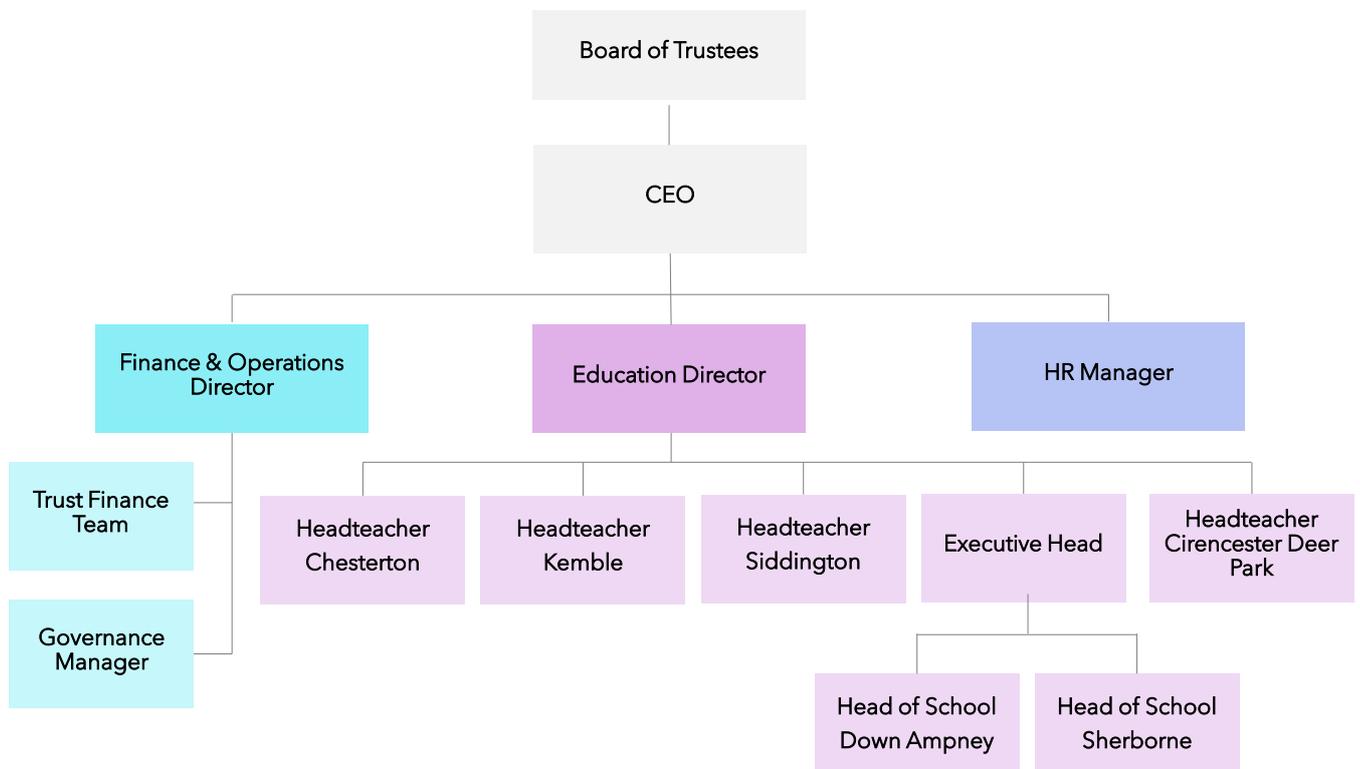




Corinium
Education Trust

Collaboration • Kindness • Courage • Innovation

Our Trust Organogram



“ Trust leaders have provided strong support to the school. ”

Siddington Church of England Primary School

- OFSTED





Our Vision and Values

The Corinium Education Trust is an ambitious and inclusive family of schools. We offer a unique collaboration in our delivery of education for children between the ages of two and sixteen. Through our minority articles of association, we embrace the unique nature of all our schools including our Church of England Schools.

Our Vision is embodied in the very name of our Trust and therefore is meaningful to our schools, local communities and other partners:

- **Corinium** geographically positions us in Cirencester and the South Cotswolds. It connects us with the past as we look to the future;
- **Education** is our core purpose and sits at the centre of all we do;
- **Trust**, as a noun, brings us all together and reflects the structure of our organisation. As an active verb the word 'trust' underpins all we do and reflects our values.

We put children first in all we do and through learning together invest in our staff and leaders to ensure that we challenge each other to achieve more than we all think is possible.



“ Staff are proud to work at the school. ”

Cirencester Deer Park School
- OFSTED





Our Core Values

All schools within The Corinium Education Trust embrace and share our overarching vision. However, we recognise and celebrate our schools' distinctive characteristics, each school retains its own unique ethos and develops a curriculum tailored to the needs of its students.



We act with courage and kindness.

We are collaborative and innovative.

We achieve our goals by being the best we can be every day.

Corinium Education Trust Strategic Aims

Our Trust Executive Team supports the Trust Board in the establishment and delivery of our strategic aims. The Trust's strategy is based on six complementary pillars arranged under three strategic goals:

Inspiring Leadership

Great People
Inspiring Excellence
Digital Innovation

Stable Foundations

Robust Governance and compliance
Efficient resourcing and estates management

Growth

Sustainable growth



“ Trustees and Local Governors are experienced and ask challenging questions. ”

Cirencester Deer Park School
- OFSTED



Current Position of the Trust

Status	Multi Academy Trust
Year Trust was established	2018 Founding School Cirencester Deer Park
UID	16990
Geographical Location	South West The Trust has a travel distance of approximately 20 miles, with most schools in the Trust being within a 10 minute travel time from the central office. The Trust serves the communities of Cirencester and the South Cotswolds.
Registered Offices	Cirencester Deer Park School Stroud Road Cirencester Gloucestershire GL7 1XB
Number and type of schools currently in the Trust	1 Secondary School 5 Primary Schools
OFSTED Information	<p>Chesterton Primary School – Good, June 2025 Cirencester Deer Park School – Good, January 2023 Down Ampney Church of England Primary School – not yet inspected Kemble Primary School – Good, November 2023 Sherborne Church of England Primary School – not yet inspected Siddington Church of England Primary School – Good, July 2022</p> <p><i>*Schools not yet inspected joined the Trust recently but legacy judgements are Good</i></p>





Age range across the Trust	2 - 16
Students on roll	1529 (August 2025)
% of SEND Students	26.1%
% of EAL Students	3.4%
% of FSM Students	18.1%
Budget	£12,948,000 (Financial Year 25/26)
Trust website	www.coriniumeducationtrust.net



“ The school has worked tirelessly to develop its curriculum. ”

Kemble Primary School
- OFSTED





Job Description

Job Title	Headteacher (Primary)
Supervisory responsibility	Whole School Staff
Direct supervision from	Education Director
Accountable to	Education Director
Contract Type	Permanent/Full Time
Salary Range	To be discussed at Interview

Priorities for the post

The primary focus of the headteacher role is to deliver professional leadership and management, establishing a secure foundation for building upon the school's achievements to date.

The post holder will be responsible for providing strategic direction, fostering a positive and innovative school culture, and ensuring effective governance.

The Headteacher, working with the governing body, senior leadership team and school staff will develop a strategic view for the school in the context of its wider community and will ensure accurate school self-evaluation to inform school improvement planning.

“ The trust prioritises the professional development of staff, governors and trustees. Staff benefit from working with other colleagues and leaders across the trust. ”

Kemble Primary School
- OFSTED





Job Purpose

To provide professional and transformational leadership and management to ensure high standards in all areas of the school's work, explicitly in teaching, learning and assessment, by sharing and communicating a clear vision and strong strategic direction.

These duties are not exhaustive, and the post holder may be required to perform other such duties as reasonably correspond to the general character of the post and are commensurate with the level of responsibility and remuneration.

School Culture and Behaviour

- Create a culture where students experience a positive and enriching school life
- Uphold ambitious educational standards to prepare students from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Teaching Curriculum & Assessment

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all students are taught to read

Additional and special educational needs (SEN) and disabilities

- Promote a culture and practices that enables all students to access the curriculum
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Managing the School

- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of a duty of care





- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional Development

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff member

Stakeholder Engagement

- Understand and welcome the role of effective governance, including accepting responsibility
- Act as the lead professional for Corinium Education Trust to all stakeholders of the school
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Safeguarding

The Headteacher has a statutory duty to safeguard and promote the welfare of children and young people and must ensure that safeguarding is at the heart of all school practices.





Person Specification

	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
A	EDUCATION & TRAINING			
1	Educated to degree level	✓		A
2	Qualified Teacher Status (QTS)	✓		A
3	Leadership qualification (e.g. NPQH or equivalent)		✓	A
B	PERSONAL QUALITIES			
4	Commitment to uphold the 7 principles of public life (the Nolan principles) at all times	✓		A, I
5	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓		A, I, R
6	Ability to work under pressure and prioritise effectively	✓		A, I, R
7	Commitment to maintaining confidentiality at all times	✓		I, R
8	Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	✓		I, R
9	Be conscientious with a strong eye for detail	✓		I, R
C	KNOWLEDGE AND EXPERIENCE			
10	Successful experience as a Headteacher or senior leader in a school.	✓		A, I, R
11	Experience of working within a multi-academy trust or federation would be an advantage but not essential.		✓	A, I, R
12	Evidence of successful school self-evaluation and school improvement planning	✓		A, I





	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
C	KNOWLEDGE AND EXPERIENCE			
13	Proven track record of improving educational outcomes.	✓		A, I, R
14	Evidence of good student progress against targets at all levels and of positive leadership impact on school improvement	✓		A, I
15	Have a strong understanding of the professional standards for teachers, subject leaders, SENDCOs and Headteachers and the National Curriculum;	✓		A, I, R
16	Knowledge of the statutory and legal framework within which a school operates, including curriculum developments, Ofsted frameworks, SEND requirements, safeguarding and child protection procedures	✓		I
17	Experience of leading school improvement		✓	I
D	PROFESSIONAL SKILLS AND QUALITIES			
18	Fluent and proficient in all forms of oral and written communication including the use of ICT;	✓		A, I
19	Able to form positive and caring relationships with and command respect from all pupils, parents, staff and members of the Local Governing Body	✓		A, I, R
20	Data analysis skills, and the ability to use data to set targets and identify weaknesses	✓		I
21	Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	✓		A, I
22	Understanding of school finances and financial management	✓		A, I
23	Demonstrate a range of effective pedagogies, teaching and learning strategies and resources relevant to raising achievement across the primary phases	✓		A, I, R

Key: A = Application | I = Interview & Assessment Tasks | R = References





	SPECIFICATION	ESSENTIAL (E) DESIRABLE (D)		ASSESSED BY APPLICATION (A) INTERVIEW & ASSESSMENT TASKS (I) REFERENCES (R)
		E	D	
D	PROFESSIONAL SKILLS AND QUALITIES			
24	Ability to communicate a vision and inspire others	✓		A, I
25	Excellent interpersonal skills, having a strong understanding of 'self' as well as others	✓		I

Potential candidates are strongly advised to use the Person Specification to support their written application

Key: A = Application | I = Interview & Assessment Tasks | R = References





Living and Working in our Local Area

The Cotswolds is a designated area of outstanding natural beauty. There are many delightful circular walks providing an opportunity to secure a focus on well-being and health. With plenty of good places to eat, the wider area has something for everyone.

Cirencester, where our Trust is based, and the wider Cotswolds are rich in local history and offer a wealth of leisure activities. There are plenty of nearby amenities including supermarkets, gyms, museums and National Trust properties, and local arts and crafts, including the Brewery Arts Centre and Barn Theatre. The South Cerney Lakes, also offer a wide range of leisure and sporting opportunities to get outdoors in wonderfully tranquil surroundings.

For those with families there is no shortage of good or better schools and post-16 provision in the locality.

The local housing market, though variable in style of property and therefore price, is more affordable when compared to major UK cities offering good value for money and therefore supports a higher quality of life. The average property price in Cirencester is £383,835 and in Stroud the overall average property price is £345,167 (Rightmove). The availability of 'Executive Homes' at slightly above this average is extensive and offers a variety of styles and locations.

If you are looking for vibrant city alternatives, Cirencester is conveniently placed for good access routes to Cheltenham, Gloucester, Swindon, Bristol and Bath - all are within a radius of 38 miles with Cheltenham being just 17 miles away. These historic urban areas provide venues for opportunities to see national theatre tours, concerts and performances or indulge in some retail therapy.

Excellent public transport links from nearby Kemble Train Station has an hourly service that can get you to London in just over an hour and the direct access to the M4 and M5 motorway networks means easy access to major cities such as Cardiff and Birmingham.

With such a range of easy access to adventurous activities, cultural and historical sites, charming market towns with local festivals and events and big city bright lights our area provides endless opportunity for exploration, relaxation and excitement.





How to Apply

Full details of the Primary Headteacher Vacancy of can be found on [Join Our Team - Corinium Education Trust](#)

All applications should be submitted through MyNewTerm on the following link [Candidate Login | MyNewTerm](#)

We are looking forward to receiving your application via our mynewterm e-application form which must include:

A 'supporting statement' of no more than 1000 words in font size 12. Using the Person Specification, please focus on your knowledge and experience and how these have delivered organisational success with specific reference to your leadership action and impact.

Process information

Applicants should be aware that references will be taken shortly after shortlisting and prior to the interview using the contact details provided on your application form.

A pre-interview preparation activity will be issued to shortlisted candidates.

The Corinium Education Trust is fully committed to safeguarding children and promoting the welfare of children and young people and expects all staff to prioritise this commitment. The preferred candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check.

As the preferred candidate for Headteacher, we will also conduct a Section 128 check for financial probity.

Please also be aware, in line with the Keeping Children Safe in Education Guidance, you will be subject to an online check and that you may be questioned about the findings of such a check at interview.

