



Lincoln Carlton  
Academy

# Recruitment pack

Headteacher, Lincoln Carlton Academy

**anthem**



## Welcome from the CEO

Dear Colleague,

Thank you for your interest in leading Lincoln Carlton Academy. This is a rare opportunity to join a school with a strong community identity, exceptional pastoral culture and a track record of ambitious, values-driven education.

Lincoln Carlton is a school that families choose because children are known as individuals. It is a place where curiosity is nurtured, character is shaped and where pupils thrive academically, socially and emotionally.

As a Trust, we will support you with high-quality professional development, strategic guidance and a strong network of headteachers across our regions. You will not lead alone. We offer coaching, national-level CPD opportunities and dedicated support from our Education Team, Professional Service Team and Executive leaders.

We are seeking an exceptional leader who understands the power of relationships and who is committed to improving life chances for children in Lincolnshire.

*David Hatchett*

**Chief Executive  
Anthem Schools Trust**



## About Anthem

Thank you for your interest in joining Anthem.

Anthem is a growing and ambitious Multi Academy Trust, united by a clear moral purpose: to create ambitious and successful schools where everyone thrives. Through our family of 15 schools, 11 primary and 4 secondary, serving nearly 8,000 students across the East Midlands, London and the Thames Valley.

First and foremost, Anthem is a school improvement organisation. We exist to ensure that the public funding entrusted to us is used intelligently, ethically and relentlessly in the service of better outcomes for children and young people. Everything we do is focused on strengthening the quality of education, leadership and professional practice across our schools, while preserving each school's unique identity and community.

We believe strong schools are built by strong people. That is why we invest heavily in our staff, valuing expertise, collaboration and professional curiosity. We work hard to create environments where colleagues feel supported, trusted and challenged to be their best, whether they work in the classroom, in school leadership, or within our national teams.

Anthem is bound together by three strongly held values:

- **Integrity** – we act with honesty, fairness and accountability, always doing the right thing for children and communities.
- **Collaboration** – we believe we are stronger together, learning from one another and sharing expertise across our Trust.
- **Excellence** – we are ambitious for our pupils and for ourselves, continually striving to improve and never settling for less than our best.

By joining Anthem, you become part of a Trust that combines high expectations with genuine care. A Trust that values professionalism, thoughtful leadership and continuous improvement. And a Trust that is committed not only to educational success, but to creating places where people are proud to work and proud to belong.

## About Lincoln Carlton Academy

### Our vision

Lincoln Carlton is a consistently oversubscribed school, and this strong demand shapes the next phase of its development.

As a highly regarded primary school, Lincoln Carlton balances high expectations with a joyful and nurturing approach to education. Our students benefit from a rich curriculum designed around curiosity, creativity and character development.



As a part of Anthem Schools Trust, Lincoln Carlton Academy is a mixed-gender primary academy for children aged 4 to 11, located at Carlton Boulevard, Lincoln, LN2 4AG. The school currently has 436 pupils on roll. The most recent inspection (April 2025) judged quality of education, behaviour and attitudes, personal development, early years provision and leadership and management all as Good.

16% of pupils receive SEN support and 5% of pupils have an EHCP. 16% of pupils are eligible for free school meals but the school serves a high proportion of hidden disadvantaged families. Demand for places remains strong and the school continues to attract interest from families in the local community.

We emphasise inclusion, relationships and high-quality teaching. Staff wellbeing and professional development are central to how the school operates. We work closely with families and value the strength of our Lincoln community.

## **Our vision, values and culture**

*Creating a haven where everyone flourishes...*

Lincoln Carlton Academy promotes high achievement, respecting rights, as well as enjoyment in learning for life so that children will:

- Have high esteem.
- Respect themselves, others and the environment and the diversity of our immediate community and the wider world.
- Be equipped to make informed choices.
- Have enquiring minds.
- Be highly motivated creative learners.
- Respect religious views and moral values of other ethnic backgrounds and ways of life.
- Respond to challenges set.
- Feel secure enough to face any failure as part of the learning process.
- Develop initiative and skills necessary to set personal challenges.
- Work independently and collaboratively.
- Have an understanding of themselves and others as learners.
- Achieve their potential.
- Be listened to and their opinions valued.

*We demonstrate our commitment to working as a thinking school in a learning community by:*

- Ensuring that learning and teaching are part of an evaluative process.



- Striving for continuous improvement in all that we do.
- Working collaboratively towards common goals.
- Ensuring open and effective communication.
- Encouraging a strong community atmosphere.
- Becoming and remaining a 'Healthy School'.
- Becoming and remaining a 'Rights Respecting School'.
- Enabling pupils to develop emotionally, socially, physically, spiritually as well as intellectually.

The school is known for its warm, relational ethos, high-quality teaching and creative curriculum. Strong SEND provision and a commitment to reflective practice underpin everything we do.



## Why Join Lincoln Carlton Academy?

Lincoln Carlton Academy offers a rare blend of stability, ambition and community strength. The school benefits from a committed and experienced staff team, exceptionally positive relationships with parents and the wider community, and a well-established behaviour culture that supports purposeful learning.

Demand for places remains consistently high, reflecting the trust families place in the school. Its creative curriculum and strong SEND practice provide a rich educational experience for every child.

The Anthem Community Council (local governance) is engaged and supportive, and the new Headteacher will have access to high-quality coaching and Trust networks.

This is a role with genuine scope to shape the next phase of the school's development and to build on an already strong foundation.

### The opportunity

The next Headteacher will be expected to maintain the strong foundations and high standards already embedded at Lincoln Carlton. This includes sustaining the school's warm, relational culture and leading with clarity, consistency and high expectations. A key priority is strengthening the school's role as a beacon of the local community, ensuring it remains outward-facing, inclusive and deeply connected to the families it serves.

Strategic priorities for the next Headteacher:

1. Strengthen the school's position as a leading primary in Lincoln.
2. Deepen curriculum innovation and consistency.
3. Enhance provision for vulnerable pupils and SEND.
4. Build leadership capacity across the school.
5. Maintain high staff morale and wellbeing.
6. Grow community partnerships and visibility.

### Future growth

The school continues to experience significant demand, with long-standing waiting lists. The incoming Headteacher will therefore play a central role in leading the next phase of the school's expansion, ensuring the financial, curriculum and staffing implications are well planned and sustainable.

This is a strategic leadership responsibility, requiring a thoughtful, future-focused approach that protects the school's culture while supporting growth.



## What we offer

- Competitive leadership pay range.
- Headteacher coaching and mentoring.
- Trust CPD via the Anthem Institute.
- Wellbeing-focused benefits.
- Cycle, home and tech salary-sacrifice schemes.
- Healthcare schemes.
- Access to Trust curriculum and SEND networks.
- Support from a strong and broad central team including but not limited to Safeguarding, HR, Finance and Education.

## How to apply

Applications should be submitted via MyNewTerm or TES

We encourage prospective candidates to visit the school.

- Visits are encouraged during the week commencing 9 February. Please contact the school directly to arrange a mutually convenient date and time.
  - **Website:** [Lincoln Carlton Academy - Home](#)
  - **Email:** [enquiries@lincolncarlton.anthemtrust.uk](mailto:enquiries@lincolncarlton.anthemtrust.uk)
  - **Telephone:** 01522 522633
- Interviews will take place on Wednesday 11<sup>th</sup> March

Please include:

- Completed application form with a supporting statement

Shortlisting will be based on the person specification. Further information about the selection process will be shared with shortlisted candidates.









Anthem Schools Trust is a charity and a company limited by guarantee.

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