



Headteacher Recruitment Pack

Boston Endeavour Academy

March 2026

Leadership Scale L18–L25 (starting salary negotiable depending on experience)

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Letter to Candidates

Dear Candidate,

I am delighted to invite you to consider applying for the position of Headteacher at Boston Endeavour Academy, one of our exceptional specialist schools within the Community Inclusive Trust (CIT). As the Director of SEND Education for the Trust, I am privileged to support the development and growth of outstanding leaders across our schools, and I believe that Boston Endeavour Academy—with its strong ethos, dedicated staff, and vibrant community—offers an inspiring environment for a leader committed to making a profound difference in children's lives.

Boston Endeavour Academy has established a strong reputation for nurturing an inclusive, aspirational, and supportive learning environment, where children and young people thrive academically, socially, and emotionally. The Academy is home to a highly committed team of professionals who share a common purpose: enabling every pupil to achieve their fullest potential. With a rich and personalised curriculum, high-quality therapeutic support, and a deep commitment to pastoral care, the school plays a vital role in the Boston community.

As the incoming Headteacher, you will have the opportunity to lead a well-resourced, forward-thinking school supported by a passionate and expert staff team, a strong leadership structure, and a highly engaged parent community. The Community Inclusive Trust offers excellent professional development opportunities, and you will benefit from a supportive, collaborative network of fellow headteachers and leaders across both mainstream and specialist settings.

The leadership of Boston Endeavour Academy requires a candidate with a clear educational vision, exceptional interpersonal skills, and a deep understanding of specialist education and inclusive practice. You will shape the strategic direction of the school while maintaining the high standards of education and care that our pupils, families, and community have come to expect.

I am confident that Boston Endeavour Academy offers a rare and inspiring career opportunity for a leader who is passionate about SEND education and committed to ensuring children receive extraordinary learning experiences. If you share our values and are excited by the potential to make a long-lasting impact, we would be delighted to receive your application.

I look forward to the possibility of welcoming you into the Boston Endeavour Academy community and working together to shape the future success of the school.

Yours sincerely,
James Ellis
Director of SEND Education
Community Inclusive Trust

About Boston Endeavour Academy

Boston Endeavour Academy is a specialist school for children and young people aged 2 to 19 with a wide range of learning difficulties and disabilities. Located on a well-resourced single site in Boston, Lincolnshire, the school currently educates 160 pupils from the town and surrounding areas.

The school has benefitted from a complete rebuild in recent years, resulting in modern, purpose-built learning environments designed to support pupils' engagement, independence, and wellbeing. Facilities include spacious classrooms, sensory spaces, Hydro pool, specialist therapeutic areas, and outdoor learning environments tailored to meet the needs of pupils with SEND.

Our ethos of Build, Empower, Achieve —underpins all that we do. We place our learners at the centre of every decision, ensuring that their rights, aspirations, preferences, and pathways guide our practice. Our goal is to prepare pupils for adulthood, equipping them with the knowledge, skills, and confidence needed to lead meaningful, fulfilling lives.

Vision, Values & Ethos

Inclusive: Every learner is valued, respected, and supported to thrive.

Ambitious: We set high expectations for learning, independence, and outcomes.

Collaborative: We work in partnership with families, professionals, and our community.

Therapeutic & Nurturing: Our curriculum and environment promote wellbeing and personal development.

Preparation for Adulthood: We equip young people with the skills to lead meaningful, fulfilling lives.

Community Inclusive Trust (CIT)

CIT is a multi-academy trust formed in 2014, currently comprising 8 specialist schools, 9 mainstream primary schools and 2 mainstream secondary schools, as well as a training center LEARN that provides a range of school-to-school support and CPD across the East Midlands and beyond. Collaboration is central to our Trust ethos: our schools share best practices, engage in joint professional development, and work together to continually raise standards.

Our vision is to create inclusive, nurturing environments where all children—regardless of background, need, or circumstance—can thrive and achieve their full potential.

Through the LEARN SEND Hub, we offer a wide-ranging CPD programme for all staff, including leadership pathways, ECT training, and specialist interventions such as Lego Therapy and ELSA.

Headteacher – Job Purpose

- Lead the effective leadership, management, and administration of Boston Endeavour Academy as part of the Community Inclusive Trust.
- Ensure the highest standards of teaching, learning, and pupil progress.
- Champion a culture where every pupil is supported to achieve their fullest potential.
- Represent the school within the wider community and across CIT.
- Meet the National Standards for Headteachers as published by the DfE.
- Contribute to the strategic development of the Trust.

Job Description & Person Specification (overview)

Essential Knowledge & Experience: Proven senior leadership experience in a specialist/SEND setting; demonstrable impact on teaching, learning, and outcomes.

Vision & Strategy: Ability to articulate and deliver a clear educational vision aligned to the academy's mission and Trust values.

People & Culture: Excellent interpersonal skills; experience in developing high-performing teams and a positive safeguarding culture.

Partnerships: Track record of building strong relationships with families, external agencies, and the wider community.

Governance & Compliance: Strong understanding of safeguarding, SEND statutory guidance, and effective financial/resource stewardship.

Application Process & Timeline

Salary: Leadership Scale L18–L25 (starting salary negotiable depending on experience).

Timeline:

- Closing Date: 20th March
- Interviews: Week beginning 30th March
- Start Date: September 2026

How to Apply:

For further information, an informal and confidential discussion about the role, or to arrange a visit to the school, please contact:

James Ellis – Director of Education specialist schools
Community Inclusive Trust

James.ellis@citacademies.co.uk

Safeguarding Statement

Boston Endeavour Academy and the Community Inclusive Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Applicants will be subject to safer recruitment practices including satisfactory references and an enhanced DBS check.