



EXECUTIVE HEADTEACHER

1.0 FTE

Permanent



**Small enough to care;
Big enough to deliver a positive impact**



Seaton Valley Federation

Prospect Avenue
Seaton Delaval
Whitley Bay
NE25 0FW
0191 237 1505

EXECUTIVE HEADTEACHER

L28 to L34 (£100,540 to £116,456)
Permanent 1.0 FTE
Required from 1 September 2026

Small enough to care; big enough to make a positive impact

We are looking for a dynamic and inspirational Executive Headteacher, who will continue to drive forward the academic standards and ambitions of the federation by proactively leading and inspiring our students and staff.

You will have the vision to take on the challenge of leading our federation to be outstanding in all that we do, by being an exceptional leader to our students, staff and school community, committed to raising standards and further developing our well-behaved hardworking students' learning.

Your track record of contributing at a strategic level to school improvement will also show your ability to work in partnership with a range of stakeholders to achieve desired outcomes and impact.

Although it is important that you can think strategically, you will also need to adopt a hands-on approach to deal with the diverse demands of school life and will have highly developed communication skills to build effective relationships.

If you have a passion for education then this is a fantastic opportunity to make a significant contribution to the federation and become an integral part of our future success. Our candidate information pack will tell you much more about our federation and this opportunity.

Visits to our schools are warmly welcomed and encouraged, please call 0191 2371505 to arrange a suitable time.

It is expected that interviews will be held on **Wednesday 22nd and Thursday 23rd April**, and shortlisted candidates will be required to commit to attending on both days.

HOW TO APPLY

Please visit www.svf.org.uk/vacancies to apply for this post, this will take you to www.mynewterm.com, our application portal, where you will be able to complete an application form online.

Please read through all of the available information on the role before submitting your application.

The deadline for applications is **9:00am on Monday 13th April 2026**.

Please note that we do not accept CVs.

We are committed to safeguarding and promoting the welfare of children and young people. It is essential that all staff and volunteers share this commitment. An enhanced criminal records check from the Disclosure and Barring Service is required for all posts.

Please note that as part of our recruitment process, we carry out **online searches on publicly available information** for all shortlisted candidates.

JOB DESCRIPTION

A. Core Purpose

To be the educational heartbeat and strategic pilot for the Seaton Valley Federation. The EHT ensures that every child experiences a rich, consistent, and ambitious journey from age 9 to 18. You will protect the unique identity of each school while ensuring they operate as a single, high-performing federation.

B. Strategic Leadership & The 9–18 Journey

- **Curriculum Architecture:** Develop and own a connected curriculum that ensures knowledge builds sequentially across all three schools.
- **Educational Equity:** Ultimate accountability for the progress of SEND and vulnerable learners through inclusion by design.
- **Community Presence:** Act as the public face of the federation, building deep trust with local families and the wider community.

C. Executive Accountability & Governance

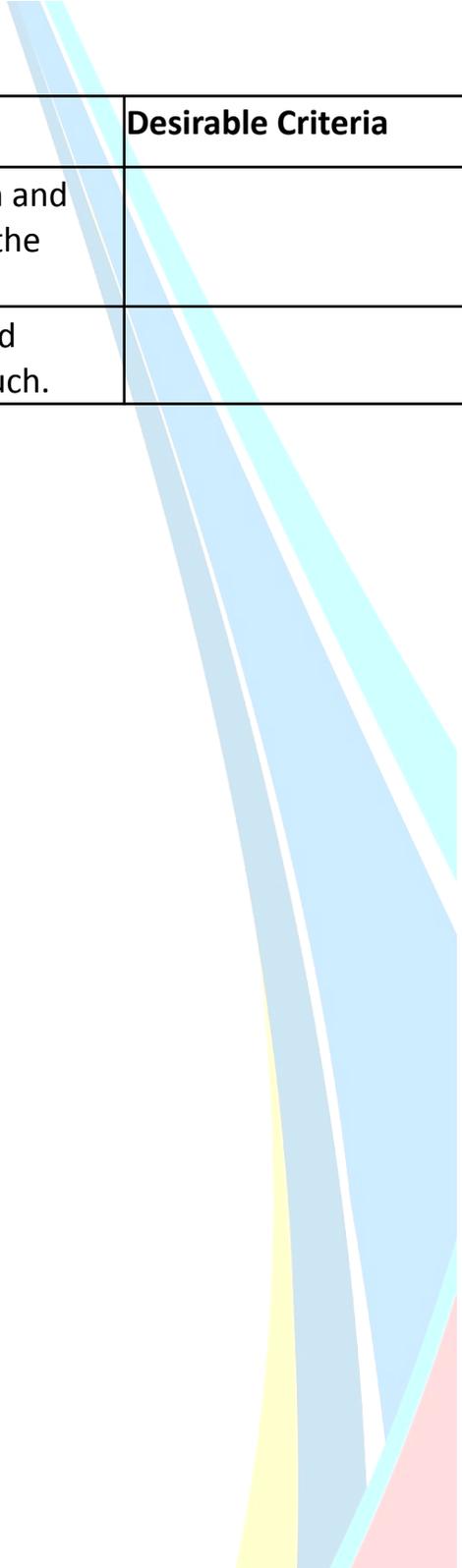
- **Holding Leaders to Account:** Conduct monthly standards reviews with Heads of School and the Business Director, holding them rigorously to account for pupil outcomes, attendance, and budget management.
- **Middle Leadership Rigour:** Ensure Heads of School are effectively challenging their own teams, leading first class Quality Assurance processes within departments to ensure consistent excellence across all areas
- **Intervention Authority:** Retain the mandate to intervene directly in any school or department where standards or safeguarding fall below expected performance levels.
- **Upward Accountability:** Act as the primary point of accountability to the Governing Body by providing transparent, unvarnished reporting on all areas of the federation's performance (using independent external insight as appropriate), to provide assurance to the Governing Body and strengthen its strategic oversight.

D. Leading and Valuing Staff

- **Executive Coaching:** Mentor Heads of School to be visible instructional leaders who focus on the "craft of teaching".
- **Workload Stewardship:** Implement "Teacher-First" policies that support classroom teachers, for example using digital tools to reduce admin and allow teachers to focus purely on the children.

PERSON SPECIFICATION

Category	Essential Criteria	Desirable Criteria
Experience	<ul style="list-style-type: none"> • Proven success as a Headteacher with a track record of raising school standards and driving improvement. • Experience of the implementation of an ambitious yet accessible curriculum to meet the needs of all learners whilst preparing them for adulthood. • Experience of overseeing school budgets and staff structures. • Proven ability to lead a fully inclusive school setting where SEND and vulnerable learners can thrive. • Proven track record of leading a high-quality CEIAG strategy that meets the Gatsby Benchmarks and ensures ambitious, successful transitions for all pupils into further education, or employment with training. • Proven commitment to ongoing professional learning and the mentoring of senior colleagues. 	<ul style="list-style-type: none"> • Leadership experience across both Primary/Middle and Secondary/High phases . • Experience in a cross-federation/MAT leadership role including oversight of multi-school budgets and large-scale staff structures. • NPQH or NPQEL (or equivalent senior leadership qualification).
Leadership & Professional Rigour	<ul style="list-style-type: none"> • The ability to have courageous conversations and use formal processes to drive change across the federation. • The ability to build a shared strategic vision and translate it into clear, measurable school development plans. 	<ul style="list-style-type: none"> • Evidence of successful "Ofsted-ready" preparation and leadership at a senior level. • Experience of leading successful organisational change and building new partnerships.
Values & Character	<ul style="list-style-type: none"> • A leader with a visible presence, one who "walks the corridors," is approachable, and is known to students, staff, and parents/carers. • A deep-seated commitment to the federation's vision and ethos. 	<ul style="list-style-type: none"> • Experience of developing highly effective pastoral systems. • Active involvement in the wider community



Category	Essential Criteria	Desirable Criteria
	<ul style="list-style-type: none">• The ability to foster a strong relational approach and create a sense of belonging for every member of the Seaton Valley community.	
Innovation	<ul style="list-style-type: none">• Ability to use digital tools to streamline tasks and reduce bureaucracy without losing the human touch.	