



HILLTOP
PRIMARY SCHOOL

Headteacher

Candidate Application Pack

A **Beyond** ACADEMY
SCHOOLS TRUST

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Message from Gavin Evans, Director of Primary Education

I am delighted that you have shown an interest in the role of Headteacher at Hilltop Primary School.

This is an exciting opportunity to lead a school who aims to be at the heart of its community and deeply proud of the journey it is on.

Hilltop Primary is a warm, vibrant and ambitious school where children genuinely love to learn. Our pupils arrive each day full of curiosity, kindness and enthusiasm, and they flourish in an environment where they are known as individuals and supported to achieve their very best.

Hilltop pupils are enthusiastic, motivated and proud of their school. They aim to thrive in an environment where they are safe, supported and encouraged to enjoy learning. We are looking for a Headteacher who recognises and nurtures this positive climate while ensuring every child receives the very best educational experience.

As Hilltop continues to move confidently into its next phase of development, we are seeking a Headteacher who will honour the school's strengths while bringing the vision, drive and ambition needed to take it even further.

We are looking for a leader who:

- Holds exceptionally high expectations for pupils and staff.
- Can articulate and model a clear vision for education and leadership that will inspire others
- Can build on strong foundations and lead the school into its next exciting phase of development.
- Champions Professional Growth; investing in staff development, nurturing talent and ensuring colleagues feel empowered, supported and continually learning.
- Prioritises creating a safe, inclusive and engaging learning environment where every pupil is known, valued and challenged.
- Is an excellent communicator who can inspire confidence across our school community.

For more information about our school and the activities our students experience, please visit our website at Hilltop Primary School.

Visits to the school are strongly encouraged; seeing Hilltop in action is the best way to appreciate its character and strengths. To arrange a visit please contact me via email at gevans@beyondschools.co.uk



If you share our dedication to nurturing young minds and are excited about the prospect of contributing to our happy and supportive team, we would be delighted to hear from you.

Warm regards,

Gavin Evans
Director of Primary Education



About Hilltop Primary School



Hilltop Primary School is a place where academic excellence and personal growth go hand in hand. We are dedicated to nurturing and valuing every child, guiding them to become confident, well-rounded individuals ready to make a positive impact on the world.

Our dynamic, curriculum not only meets the requirements of the National Curriculum but also goes beyond, offering enriching experiences that make learning both memorable and enjoyable. We are committed to fostering independent, confident, and successful learners with high aspirations. Our focus is on building knowledge and skills across all subjects, empowering students to succeed in their academic journey and beyond.

Our students take pride in being part of Hilltop Primary, displaying positive attitudes toward learning and all aspects of school life. With the unique advantage of our on-site swimming pool, our students enjoy the opportunity to swim throughout their time with us and develop important life skills. They feel safe, respected, and valued within our community, which is built on fairness and mutual respect.

We place great importance on the wellbeing of both our students and staff. We are dedicated to creating a supportive environment where professional growth is encouraged, and work-life balance is valued. If you choose to join us, you can be assured of the support you need to excel in your role.

At Hilltop Primary, our core values drive everything we do. We are dedicated to providing an environment where everyone can discover a lifelong love for learning in a safe, supportive, and inclusive community.



Welcome from our Chief Executive Officer

Welcome to Beyond Schools Trust

We are an ambitious organisation of 10 schools, serving the educational needs of nearly 7,000 children and young people aged 3 to 19.

Our academies are based in a tight geographical area drawing students and employees from Kent and Medway in the South East of England.

We employ around 900 people in a range of roles designed to support children to be successful when they leave the Trust. We also rely on the time and commitment of over 100 volunteer Trustees and Governors, who share our ambitions for our schools and our students. These are expressed in our vision, our mission, and our values.

We have a strong belief in the value of lifelong learning and in our strategic plan, we set out to develop a Trust that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. We also believe that our greatest asset as an organisation, is our people, and we are privileged to be involved with such courageous, committed and child-centred employees. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a supported and motivated staff create the best environment and the best opportunities for students to achieve their full potential.

Welcome to Beyond.



Andrew Minchin
Chief Executive Officer



About the Beyond Schools Trust

Our vision is simple:

To be the most respected family of schools - trusted to provide the highest quality of educational experiences in our communities.

We believe that by working together, rather than in isolation, we can accelerate school improvement and embed our vision in our academies. In working and collaborating towards our common strategic objectives, we can create more opportunities for lifelong success for our students.

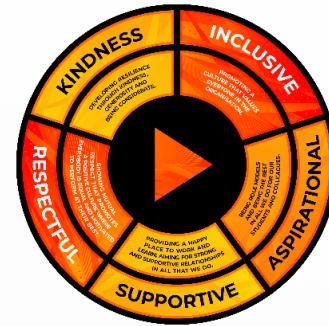
The fundamental philosophy behind the Beyond Schools Trust's vision and strategic plan is all about thinking beyond the present day; looking at what is right for our students and staff both now and in the longer term.

Put simply we strive to:

- Develop and retain the best employees that know how to provide the best educational experience
- Support, motivate and reward our employees to go above and beyond for our students
- Be responsive to our students' and employees' needs so they are prepared for a rapidly changing world.

Our Values

Everyone in our Trust has a part to play in bringing the ethos and culture of our values alive. We are committed to ensuring everyone knows why we should value each other and how we should value each other, so we can create a community where we all aspire to succeed. Our values are not the static states of play but things we are always striving to develop and uphold as part of our culture.



Our Mission

To provide opportunities for everybody to be the best they can be.

We want every one of our students, teachers, or Governors to be the best that can be. We will work tirelessly to support them to reach their potential.



Beyond Schools Trust, Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ



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www.beyondschools.co.uk



hello@beyondschools.co.uk



Job Description – Headteacher

Reporting to: Director of Primary Education
Salary: Leadership L18-L24
Location: Hilltop Primary School, Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN

Job Purpose

To provide exceptional leadership that will ensure every pupil, colleague, and community member experiences the very best of Beyond Schools Trust. The Headteacher will model the **LEAD Framework** - **Lead with Respect, Enhance Experiences, Ambition for All, and Develop Others**; and ensures these principles shape culture, curriculum, behaviour, and outcomes across the school.

They will ensure the delivery of an inspiring, ambitious curriculum; drive continuous school improvement through rigorous self-evaluation and effective operational management; and foster a positive, safe and engaging environment where every pupil thrives.

The Headteacher will cultivate strong relationships with pupils, staff, families, governors and the wider community, promoting a culture of high expectations, professional trust and collaboration.

In alignment with the Trust's Professional Growth model, the Headteacher will champion staff development through coaching, reflection and ongoing professional dialogue, building leadership capacity and a high-performing workforce committed to improving outcomes for all children.

Duties & Responsibilities

To be accountable to the Director of Primary Education, Executive Team and Trustees.

L – LEAD WITH RESPECT

'Dignity and fairness run through all that we do'

Integrity, Relationships and Professional Growth

The Headteacher will:

- Model honesty, moral leadership, transparency and fairness in all interactions.
- Build psychological safe, positive relationships with staff, pupils, parents and the wider community.
- Demonstrate exceptional self-awareness, emotional intelligence, and resilience, acting as a role model for professional behaviour and conduct.
- Champion inclusion and ensure every pupil and staff member feels valued, respected, and heard.
- Communicate with clarity, warmth, and purpose, adapting style to audience and context.

E – ENHANCE EXPERIENCES

'High expectations, inspiration and continual improvement'

Culture, Autonomy and Transformational Leadership

The Headteacher will;

- Create and sustain a vibrant, ambitious, pupil-centred school culture that promotes learning, character, and aspiration.
- Set the highest expectations for behaviour, curriculum, teaching quality and professional conduct.
- Inspire and motivate others through a clear, compelling, values-driven vision.



- Lead with evidence, using data intelligently to monitor progress, diagnose need, and drive improvement.
- Empower staff with appropriate autonomy while ensuring accountability systems are fair, rigorous and supportive.
- Lead change with empathy, clarity and strategic insight, ensuring improvements are embedded and sustained.

A – AMBITION FOR ALL

**‘We empower teams and work together to achieve excellence’
Strategic thinking, Continuous Improvement and Resource Leadership**

The headteacher will;

- Develop and deliver a strategic plan aligned with the Trust vision, ensuring long term improvement and sustainability.
- Identify opportunities to raise attainment for all, reducing gaps and enabling every learner to thrive.
- Promote courageous decision-making, innovation and intelligent risk-taking in the pursuit of excellence.
- Lead rigorously self-evaluation, quality assurance, and improvement cycles to secure outstanding provision.
- Oversee effective stewardship of school finances, staff, facilities, and resources, ensuring best value and long term stability.
- Strengthen cross school collaboration to share expertise, amplify impact and embed trust-wide consistency.

D – DEVELOP OTHERS

**‘We grow people, build capacity and create future leaders’
Collaboration, Talent Development and Professional Learning**

The Headteacher will;

- Build high-performing teams grounded in trust, collaboration, and shared purpose.
- Lead a culture of coaching, mentoring, and high-quality feedback to continually elevate practice.
- Implement robust performance development systems balancing high challenge with high support.
- Create a talent pipeline within the school, identifying emerging leaders and preparing them for next-step roles.
- Champion professional learning for all staff, modelling continuous learning personally.
- Support the development of a staff culture where innovation, reflection, and professional curiosity are celebrated.

Other Specific Leadership expectations

- Engage in our Professional Growth Model; a continuous development approach that replaces traditional appraisals with regular, structured feedback and support.
- Serve as the leading public face of the school, strengthening community relationships and enhancing the school’s reputation.
- Ensure that safeguarding is fully embedded, compliant and continuously monitored, promoting a culture where the safety and wellbeing of pupils is paramount.



- Uphold Beyond Schools Trust policies, values and strategic priorities.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) or as requested by the Headteacher if not mentioned in the above.

Generic duties relevant to all members of staff

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources, and ideas and realise the Trust's visions and aims. All staff should act with professional integrity at all times, following the "Code of Conduct".

Equality and Inclusion

The Trust is dedicated to creating an environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of ALL staff are recognised and valued. It is therefore the responsibility of staff to conduct themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. All staff, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against colleagues/staff, pupils, contractors, stakeholders and members of the public.

Safeguarding

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations put in place. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures as set out by Beyond Schools Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead at the site where you are located.

ICT

All staff will be expected to utilise ICT and to improve communication and reduce paper use where possible. Security procedures must be followed when using ICT systems and particular care and attention should be taken with any communications that may result in a breach of GDPR.

All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

Health and Safety

Employees are required to work in compliance with the Trust's Health & Safety Policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training, and supervision necessary to accomplish those goals.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust and the Director of Human Resources. This job description will be reviewed annually and is an integral part of the line management process.



Person Specification (LEAD-aligned)

The successful candidate will demonstrate:

- A track record of impactful leadership and school improvement.
- The ability to create an aspirational, inclusive, student-centred culture.
- High emotional intelligence, moral courage, and exceptional communication skills.
- Expertise in curriculum, teaching, assessment, and behaviour leadership.
- Strong evidence-informed decision-making and strategic clarity.
- The ability to coach, inspire, empower, and develop others.
- Commitment to the Beyond Schools Trust vision: “*Opportunities for everybody to be the best they can be.*”

LEAD with RESPECT – Integrity – Relationships – Professional Growth

Criteria	Indicators (from LEAD DNA)	E/D
Moral leadership & integrity	Models honesty, fairness and transparency; acts as a moral compass; aligns words and actions; demonstrates servant leadership.	E
Relationship-building	Builds positive, collaborative relationships; values diverse perspectives; fosters psychological safety; communicates with clarity, compassion, and adaptability.	E
Emotional intelligence & empathy	High self-awareness; reflective; resilient; able to handle challenge calmly; understands impact on others.	E
Commitment to inclusion & dignity	Champions fairness, equity, and belonging; promotes an environment where all pupils and staff feel valued and respected.	E
Continuous self-growth	Actively seeks feedback; models lifelong learning; embraces innovation; shares learning with others.	D

ENHANCE EXPERIENCES

Criteria	Indicators (from LEAD DNA)	E/D
Vision and culture leadership	Articulates and drives a compelling vision; builds a positive school culture; promotes excellence, aspiration, and character.	E
High expectations	Insists on high standards for behaviour, teaching, and professional conduct; challenges low performance with fairness and clarity.	E
Evidence-informed decision-making	Uses data and evidence robustly; triangulates sources; understands progress patterns; sets clear success criteria.	E
Empowering leadership style	Delegates effectively; builds autonomy with accountability; enables staff to lead and innovate.	E
Change leadership	Communicates purpose clearly; anticipates resistance; uses appropriate change management approaches; evaluates impact systematically.	E
Calculated risk-taking	Uses intelligent risk to innovate and improve; balances opportunity and consequence.	D



AMBITION FOR ALL – Strategic thinking – Continuous Improvement – Resource Management

Criteria	Indicators (from LEAD DNA)	E/D
Strategic planning	Develops and delivers strategic plans aligned to Trust vision; anticipates future needs; adapts strategy responsively.	E
Courageous decision-making	Makes principled decisions aligned to values; acts decisively; supports others to take courageous risks.	E
Continuous improvement mindset	Embeds QA systems; leads evaluative cycles; drives sustained improvement; uses both qualitative and quantitative evaluation.	E
Financial & resource leadership	Ensures value for money; allocates resources strategically; understands long-term financial sustainability.	E
Cross-school collaboration	Works across departments and phases; shares expertise; leverages Trust networks to improve outcomes.	D

DEVELOP OTHERS – Collaboration – Talent Management – Professional Growth

Criteria	Indicators (from LEAD DNA)	E/D
Team leadership & collaboration	Builds cohesive teams; promotes collective accountability; handles conflict constructively; ensures team performance exceeds sum of parts.	E
Coaching & mentoring	Provides developmental feedback; uses coaching to unlock staff potential; fosters a culture of reflective practice.	E
Performance development	Balances high support with high challenge; addresses underperformance professionally; empowers others to lead.	E
Talent development & succession	Identifies emerging leaders; builds capacity and pipelines; shapes future leadership within the school and Trust.	E
Professional learning culture	Creates opportunities for CPD; promotes continuous learning; models professional growth personally.	E

KNOWLEDGE, EXPERIENCE AND QUALIFICATIONS

Criteria		E/D
Qualified Teacher Status (QTS)	Fully qualified teacher with successful teaching record.	E
Substantial senior leadership experience	Demonstrable impact on school improvement, culture, behaviour, and outcomes.	E
Experience in leading whole-school change	Proven ability to implement strategic initiatives and embed sustained improvement.	E
Experience of working within a Trust environment	Understanding of multi-academy trust structures and collaborative working.	D
NPQH or equivalent leadership qualification	Relevant senior leadership development completed or in progress.	D



Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people as its number one priority. The commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust.

This post is subject to an Enhanced DBS Disclosure, Children's Barred List and where applicable Disqualification under the Childcare Act check.



Lead with respect

Dignity and fairness run through all that we do. We value diverse perspectives and foster positivity and inclusion.



Enhance experiences

We create an environment that allows people to flourish. We ensure everyone can realise their potential.



Ambition for ALL

We have high expectations of every member of our community. We inspire, motivate and continually improve.



Develop others

We grow and empower our teams. We collaborate, support and challenge. We work together.



Summary of Terms & Conditions

Start date: September 2026

Contract Type: Full-time permanent

Place of Work: Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN

Hours & days of work: Leadership role, therefore not subject to directed time

Salary: Leadership scale L18-L24 £78,702-£91,158

Induction Period: This post has a 6-month induction period.

Pension: Membership of the Teacher Pension Scheme for teaching staff

Notice period: As per Conditions of Service for School Teachers – Burgundy Book

Car insurance: Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



Benefits

Care First

Access to **Care First** Employee Assistance Programme. Care First provides independent and professional employee support services from qualified counsellors and information specialists designed to help you with a wide range of work, family and personal issues.

Benenden Healthcare:

Non-contributory membership of Benenden Healthcare Scheme, which includes immediate family access to 24/7 GP service.

Professional Growth:

"We don't appraise. We grow" We believe professional growth is not a once a year event but an everyday commitment. That's why we've replaced the traditional annual appraisal with our **Professional Growth Model**, designed to foster meaningful, continuous development for all staff.

The Professional Growth Model promotes:

- Continuous learning
- Regular feedback,
- Collaborative development

All through collaboration, constructive dialogue and structured meetings with line managers.

Key benefits for staff include:

- Ongoing support for personal and professional development
- Clear pathways for career progression
- Regular, constructive feedback to enhance performance
- Opportunities to contribute to team and Trust-wide improvement
- A culture that values collaboration, innovation, and growth

We believe this approach helps build a high-performing, empowered workforce focused on improving outcomes for all pupils

Continuing Professional Development:

A comprehensive induction programme for all staff with a commitment to continuing professional opportunities across the Trust.

We invest in our staff by encouraging continuing professional development and enabling opportunities for career progression. An example is that staff have access to collaborative coaching across the Trust. Feedback from staff (May 2023) includes the following:

"It has been brilliant to speak to people who are in a similar position and have similar expectations in regards to the whole educational environment"

"The time to speak to our colleagues across the Trust and to go on this journey together has been welcomed".



"I have learned so much during these workshops and I am extremely grateful for them"

"Learning the skills to become an effective leader for when I become a middle leader"

"I feel more confident in my people skills and how I motivate and converse with my team in order to achieve our shared goals".

Staff Wellbeing: Whole Trust approach to well-being.

Pension Scheme: All teachers will automatically be enrolled into the **Teachers' Pension Scheme**. Contribution bandings are based on actual salary. Contribution rates from 1st April 2025 are as follows:

Annual Salary Rate	Member contribution Rate
Up to £34,872.99	7.4%
£34,873 to £46,943.99	8.9%
£46,944 to £55,660.99	9.9%
£55,661 to £73,768.99	10.5%
£73,769 to £100,590.99	11.6%
£100,591 and above	12%

Other Benefits: Two-week, half-term break in October

Employee Referral Scheme: Up to £500 payable for a new employee referral across the Trust

Family Friendly Policies: The Trust offers generous family friendly policies including maternity, paternity, shared parental leave and adoption.

Cycle Scheme: The Trust is a member of the Cycle to Work Scheme.

Car Parking: Free onsite parking (we are in a ULEZ free zone)

Catering: On site catering at affordable prices

Employee Discounts include: 20% discount off membership for Avenue Tennis
[Medway Gym & Fitness Centre | Avenue Tennis](#)

Access to Civil Service Sports Council, by becoming a member you start enjoying thousands of exclusive discounts, including free, unlimited, year-round family entry to English Heritage and Kew Gardens, a Tastecard and many more discounts.

Free will writing service provided by Accord Legal Services

Blue Light Card discount scheme [Blue Light Card](#)



The Recruitment Process

Closing date: Monday 9th March 2026 at 9am

Interview date: Week beginning Monday 23rd March 2026

We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.

To apply please complete an application form which can be found on the school's careers page [Our Vacancies](#)

If you wish to discuss the role, please contact **Gavin Evans via email** gevans@beyondschools.co.uk

The application form: Please complete the application form as fully as possible. Gaps in employment do need to be explained, therefore please provide as much information as possible. For example, if you undertook a gap year or had a period of unemployment, please state this. You will be unable to submit your application if there are any gaps.

All applications will be acknowledged, and you will be contacted thereafter of next steps.

Right to work in the UK: Unfortunately, if you do not have right to work in the UK, we are unable to process your application. If you are invited to attend an interview, you will be asked to produce original and up-to-date documentary evidence of your right to work in the UK.

Safeguarding: Safeguarding is our highest priority; therefore, pre-employment checks will be undertaken prior to a successful candidate joining. This includes references from current or most recent employer, an enhanced DBS with children's barred list check, and original certificates of qualifications will also need to be provided. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, you will be required to complete a self-disclosure form this will be sent with your invite to interview and must be completed, signed, and returned prior to interview. The Trust will also undertake an online search as part of its safeguarding duties at offer stage.

The schools safeguarding Policy can be found [here](#)

CV: We do not wish to see your CV so please do not include it.



Supporting Statement:	Your supporting statement is important and will be the basis of our shortlisting and progressing your application, therefore you need to ensure you answer the following as concisely as possible: <ul style="list-style-type: none"> • Why you believe you are a strong candidate for the position. • Set out impact you have made in your current/previous positions. • Make reference to the job description and person specification to set out how you meet the criteria.
Additional skills:	Aside from your professional skills relevant to the role you are applying for we are interested in you as an individual, therefore do share with us any additional skills, hobbies, and abilities that you would like us to know about
References:	Do provide referee details as outlined, please ensure you indicate whether references can be taken up before interview.
Equal opportunities monitoring:	This will be kept separate from your application and used only for monitoring purposes by the HR department.
Special arrangements:	Please do set out in the application form any special arrangements we should try to make if you are invited to interview.
Retention of Personal Information:	Any information supplied by an unsuccessful candidate will be destroyed six months after date of shortlisting.
Equality and Diversity:	Any data about you will be held securely with access restrict to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.
Criminal Convictions:	Our Privacy policy is available here
	We recognise the benefits of a diverse workforce. We are committed to eradication discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.
	All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on the application form and when completing a Discloser and Barring form. Failure to provide this information may result in dismissal. A Children's Barred List check is also obtained on anyone who will be working on or coming into contact with children; and must be received by the school before employment can commence.



Living and working in Medway

On the banks of the River Medway from which it takes its name, Medway is the second largest conurbation (after Brighton) between London and continental Europe. This combined with its comprehensive transport links, makes Medway a gateway to the capital, the county of Kent and the continent.

With its regeneration programme providing a variety of new homes and growth for all, Medway is already one of the South East's fastest growing areas. Its ambitious vision provides economic and housing opportunities across all five major towns – all of which act as a magnet for a diverse range of businesses, property hunters and investors.

“Its comprehensive transport links make Medway a gateway to the capital, the county of Kent and the continent.”

Families and commuters are attracted to Medway by the choice of accommodation and facilities in Medway and can live close to schools, railways, and town centres, including Rochester's historic high street. Not only does Medway boast the biggest regeneration zone within the Thames Gateway, but it is surrounded by award-winning green spaces and world-renowned heritage sites.

Living in Medway

Medway's housing landscape is very diverse – from Victorian period properties and cottages to newly-developed modern builds and suburban developments. There is something for everyone from families big and small to couples and individuals wanting to find their perfect home.

Medway has the lowest council tax in Kent and one of the lowest rates in the M25 corridor.

A multi-million-pound regeneration programme is currently transforming Medway's landscape bringing 29,000 new homes, many of them stunning riverfront developments.

Medway is a place in which you can enjoy both living and working. A thriving business location but also within an easily commute to London and yet beautifully green with seven green flags accredited parks. It's a great place to put down roots and make a life.

More than 80% of Medway schools have an OFSTED rating of good or better and is home to four universities.



Headteacher

Salary: Leadership scale L18-L24 £78,702-£91,158
Start date: September 2026
Hours: Full-time
Location: Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN
Closing date: Monday 9th March 2026 at 9am
Interview date: Week commencing Monday 23rd March 2026



Do you have the skills to:-



- L** **Lead with Respect** - modelling integrity, fairness and emotional intelligence.
- E** **Enhance Experiences** - driving high standards, inspiring teaching and a culture where pupils thrive.
- A** **Ambition for All** - setting strategic direction, raising outcomes and championing inclusion.
- D** **Develop Others** - investing in staff, nurturing talent and cultivating future leaders.

These are the principles within our Leadership DNA framework - **Leadership Model** - and Hilltop Primary School is seeking an inspiring and committed Headteacher who will lead our school in delivering the very best opportunities for all pupils whilst demonstrating these qualities. Hilltop is a vibrant, nurturing and ambitious community where pupils love coming to school, feel safe, and are supported to achieve highly through a culture of curiosity, kindness and aspiration.

Hilltop pupils are enthusiastic, motivated and proud of their school. They thrive in an environment where they are safe, supported and encouraged to enjoy learning. We are looking for a Headteacher who recognises and nurtures this positive climate while ensuring every child receives the very best educational experience.

Our Trust Leadership framework shapes everything we do.

Professional Growth at Beyond Schools Trust

As part of Beyond Schools Trust, Hilltop Primary School benefits from our pioneering Professional Growth model; a developmental culture focused on staff empowerment and continuous improvement.

Our Professional Growth approach:

- Encourages staff ownership of their learning, reflection and self-improvement.
- Replaces traditional appraisal systems with meaningful, ongoing professional dialogue and coaching opportunities.
- Builds a high-performing, collaborative workforce through coaching, mentoring and access to high-quality CPD and leadership pathways
- Strengthens teaching quality, which in turn enhances pupil outcomes across our Trust

The successful candidate will be an excellent communicator, visible leader and will build a safe, inclusive and aspirational environment; cultivating a team who are reflective, forward-thinking and committed to the very best for our pupils.



In return, we will offer you:

- A school community that is proud, warm and eager to continue its journey of improvement.
- A dedicated staff team supported by a Trust committed to professional excellence.
- Opportunities to shape, innovate and lead within a supportive leadership network.
- A strong focus on wellbeing, collaboration and sustainable leadership.
- non-contributory membership of Benenden private health care cover
- membership of the Teachers' Pension Scheme
- two-week half term in October
- cycle to work scheme

For further details on this role and to apply please complete an application form which can be found on the school's careers page [**Our Vacancies | Hilltop Primary School**](#)

Visits to the school are strongly encouraged. For further information and to arrange a school visit, please contact **Gavin Evans via email** at gevans@beyondschools.co.uk

We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications

Safeguarding commitment

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in a regulated activity are subject to appropriate vetting procedures and a satisfactory "Disclosing and Barring Service (DBS) Enhanced check".

Equality & Inclusivity Statement

At **Beyond Schools Trust** we strive to be a diverse and inclusive workplace where we can ALL be ourselves. We particularly encourage applications from under-represented communities, including but not limited to those who identify as Black, Asian or from a minority ethnic background.



Our Location

Hilltop Primary School

Hilltop Road
Frindsbury
Rochester
Kent
ME2 4QN

Tel: 01634 710312

Email: office@hilltopprimary.co.uk

Website: www.hilltopprimary.co.uk

what3words: [poetic.labels.train](#)

