

Headteacher Recruitment Pack – Howitt Primary Community School



A Message from our CEO:

Embark Federation is now the largest multi-academy trust in Derbyshire, serving a growing family of primary and secondary schools. Our ambition is simple: to create schools that stand out at the heart of their communities, where children and staff can thrive.

Howitt Primary Community School is a valued part of our Trust. It is a successful and well-established community school with a strong identity, committed staff and supportive families.

This appointment follows the planned retirement of a long-standing and highly regarded Headteacher who has led the school with care and consistency over many years.

This role marks an important moment of transition. The priority is to build on what already works well, protecting the culture, values and relationships that underpin the school's success while providing clear, confident leadership for the next chapter. We are seeking a Headteacher who understands the importance of continuity, and who can lead change thoughtfully and at the right pace.

As a Trust, we are committed to backing our Headteachers. We offer support, challenge and professional trust in equal measure, and we believe in giving leaders the space and authority to lead their schools well. For the right person, it is a change to shape the future and make a lasting difference for children and communities.

Matthew Crawford
Chief Executive Officer
Embark Federation



Our School: Howitt Primary Community School



Howitt Primary Community School is a caring, inclusive primary school rooted firmly in its local community. Relationships matter here: Children are well known, supported as individuals and encouraged to grow in confidence as learners and as people. Everything we do is shaped by what matters most to our children: Achieving their best, Caring for others and Enjoying learning (ACE)

Our staff team is experienced, stable and highly committed, with a shared belief that children thrive when they feel safe, valued and challenged. We work closely with families and see them as genuine partners in their child's education. We are recognised for strong pastoral care and inclusive practice, ensuring that pupils with additional needs and disadvantages are supported thoughtfully and effectively to succeed alongside their peers.

Learning at Howitt Primary Community School is purposeful, engaging and underpinned by high expectations. We offer a broad curriculum that supports strong outcomes while also developing curiosity, resilience and kindness. We also have a nursery provision from the age of two which provides an opportunity to engage with children and families early in their education journey

The culture of the school reflects our priorities: nurturing positive behaviour, supporting wellbeing, and creating a place where children are happy to come to school, enjoy learning and take pride in doing their best.



Who are we looking for:



We are looking for a experienced leader who will:

- **Build a strong, caring culture** rooted in positive relationships, trust and respect, where children feel safe, known and valued
- **Work closely with parents and carers and the wider community** as partners in learning, continue to strengthen communication and confidence in the school
- **Champion inclusion**, ensuring high-quality provision for pupils with SEND and those facing disadvantage, so no child is left behind
- **Create consistency** in behaviour, routines and expectations, giving children stability as they move through the various school phases
- **Continue to raise aspiration and outcomes over time**, through calm, purposeful and sustained leadership
- **Work openly and professionally with governors and Embark Federation**, contributing to a shared commitment to strong local schools

You will be trusted to lead, supported by the Trust, and expected to do so with compassion, sound judgement and integrity, always keeping children's life chances at the centre of decision-making.

About the Trust: Our Vision is to create schools that stand out at the heart of their communities and want everyone to experience and enable the collective commitment to inclusion

Our Core Beliefs

Family

Integrity

Teamwork

Success

Our Strategic Ambitions

Stand Out Schools



Standing out for our offer for young people, adults and communities.

Collective
Commitment to Inclusion



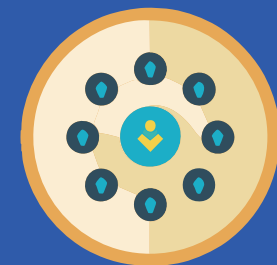
Enabling everyone to Love Learning and Love Life.

Environmental
Sustainability



Looking after our local area for future generations.

Organisational
Excellence



Enabling our schools to fully focus on children's education.

Our purpose is to help everyone **Love Learning & Love Life!**

FAMILY

I feel **welcome**, a sense of **belonging** in my school and within the Embark family.

I feel **listened** to and **valued**.

I feel **noticed** and people care how I feel.

People take time to get to **know me** and my family.

I have a **trusted** person I can always talk to.



INTEGRITY

People **notice** the **unique** things I am good at and **celebrate** these.

Difference is treated with **dignity** and **celebrated**.

People support me to do **my best** – I know how well I am doing at school and how to improve.

I am treated with **relentless positivity and love** which helps me resolve difficult situations.

TEAMWORK

I am **encouraged** to work well with others.

I'm **not on my own**. There is always someone to support me with my concerns.

I have the **right support and expertise at the right time** from the right person.

I am supported and encouraged to have a go at anything, and I **am included**.



**Enabling everyone
to love learning
and love life**

SUCCESS

People have high **aspirations** for me and **support** me to access all opportunities.

People **see my greatness in all its forms**.

My **environment** enables success.

I have the **support** I need from different people.

I am encouraged to try **my best** and **aim high**.

What can you expect from us?

- A comprehensive local induction
- A 'Me at my Best' Conversation to support you to succeed
- Ongoing support and development
- A great working environment

Your Mental and Physical Health matters

Mental health, counselling & mindfulness support
Physiotherapy and nurse support
Cancer, Chronic Illness and bereavement Support
Menopause Support
Free Eye Care vouchers

Your Financial Health matters

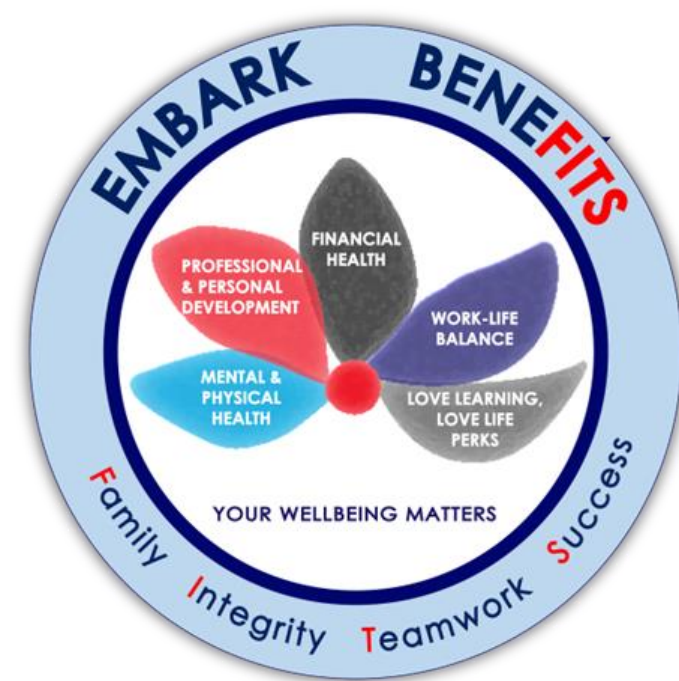
Savings and Loans direct from your salary
Salary advances to help those unexpected events
Teachers and Local Government Pension Schemes
Savings, Mortgage and Personal debt advice
Every day discounts and savings – Embark Perks

Your Work-Life FIT matters

Flexible Working options
Maternity, Adoption, Parental, Shared Parental and Special Leave options and Support
Shared Parental leave – maximising your pay
Retirement Support

Your Professional & Personal Development

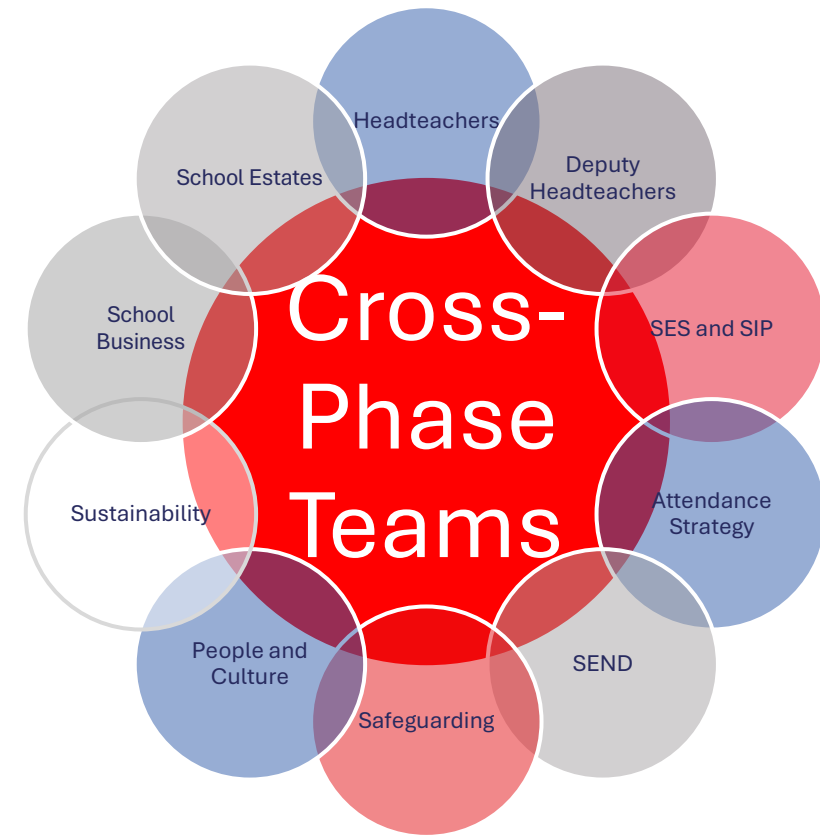
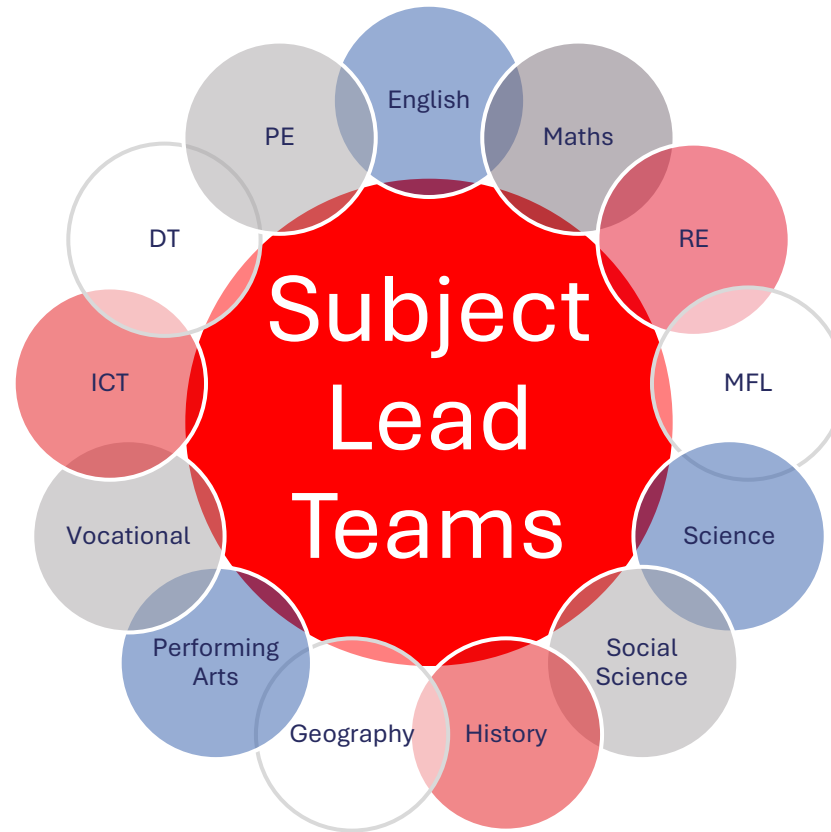
ECT and NPQ programmes
Apprenticeship opportunities
Mastering Mindfulness
Strategy, cross phase and subject lead trust wide development



What it feels like to work in Embark (staff Survey)



Collaborative Improvement & Professional Development for all staff



How to Apply:

Application process

- Complete the application via My new term
- Informal conversations are encouraged and welcomed.
- **Submit applications by Monday 15th March @9am.**

Next steps

- Shortlisting candidates will be informed by **20th March**
- Assessment and Interviews will be held on **16 and 17 April**
- The process will include opportunities to engage with the school and Trust

For an informal discussion about the role please email: Anna.Upton@embarkfed.org.uk
To arrange a school visit, please contact Deb on 01773 713217. Visits will be held on the following dates:

- ✓ 25th Feb
- ✓ 3rd March
- ✓ 9th March

