



Stramongate
PRIMARY SCHOOL

VACANCY

HEADTEACHER

Lead, shape and grow within a supportive trust and established school community

WELCOME



Welcome to Cumbria Education Trust (CET)

The Trust is responsible for the education of more than 6,000 young people across twelve primary schools, five secondary schools (including Workington Academy) and our West Coast Sixth Form (a collaboration between The Whitehaven Academy and Workington Academy). While we have grown quickly, the vision for our young people remains the same; to enable every one to reach their potential by providing an innovative and inspiring learning experience.

We believe in raising the aspirations of our children and helping them aim higher. We offer a broad and balanced curriculum that is enriched by many wonderful and exciting opportunities. 'Be the best you can be' is a motto shared throughout our schools, as are the key characteristics of Respect, Responsibility and Resilience.

I firmly believe that schools are stronger when they work together and sharing best practice across our primaries and secondaries is part of everyday life. It is also a priority to support teachers with excellent professional development opportunities, which in turn benefits all our children.

Our schools are a vital cog in their local communities and we are fortunate to count on strong support from families and stakeholders in each area.

Lorraine Hughes,

Chief Executive, CET

ABOUT Stramongate PRIMARY SCHOOL



Stramongate Primary School is a welcoming, community rooted school in the heart of Kendal, serving children aged four to eleven. It is known for its strong relationships, inclusive ethos and commitment to ensuring every pupil feels supported, challenged and valued.

Pupils are encouraged to engage fully in school life through a broad and enriching curriculum, complemented by sporting opportunities, after school clubs, extension work with local secondary schools and involvement in community and music based activities. This approach supports both academic achievement and personal development.

Respect, responsibility and resilience underpin daily life at Stramongate. Staff work closely with families to create a caring, purposeful environment where children are confident, independent and well prepared for the next stage of their education.

With a history of over 300 years, Stramongate has long been part of the Kendal community. In 2025, the school joined Cumbria Education Trust, beginning a new chapter of collaboration and shared learning while retaining its strong local identity.

This is a school with a proud heritage and a clear sense of purpose, offering an incoming headteacher the opportunity to build on strong foundations within a supportive and ambitious trust.



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THE ROLE



HEADTEACHER

This is an exciting opportunity to lead Stramongate Primary School at a pivotal and positive moment in its journey.

The successful candidate will build on strong foundations, working with an established staff team and engaged school community to shape the next phase of the school's development.

As Headteacher, you will provide clear, values led leadership that keeps pupils at the centre of every decision. You will set high expectations for learning, behaviour and inclusion, while nurturing a culture where staff feel supported, trusted and able to do their best work.

Working within Cumbria Education Trust, you will benefit from collaboration with fellow headteachers and access to trust wide expertise, while retaining the autonomy to lead Stramongate in a way that reflects its community, context and strengths. The role offers the opportunity to influence beyond the school, contributing to wider trust improvement and shared practice across partner primaries.

This role will suit an experienced and reflective school leader who combines strategic thinking with a strong moral purpose. You will be visible, approachable and committed to building strong relationships with pupils, staff, families and governors, ensuring Stramongate continues to thrive as a happy, ambitious and inclusive school.

WHO WE ARE LOOKING FOR



We are seeking an experienced and values led primary school leader who is ready to take on headship within a supportive and collaborative trust.

You will be committed to ensuring every child receives an inclusive, high quality education and will bring the ambition, resilience and moral purpose needed to lead Stramongate Primary School into its next chapter.

You will have a strong track record of senior leadership in a primary setting, with clear evidence of impact on school improvement, teaching and learning, and pupil outcomes. You will be confident leading people and change, building a positive professional culture where staff are supported, developed and held to high expectations.

As Headteacher, you will provide visible and strategic leadership, setting a clear vision aligned to both the school's context and Cumbria Education Trust's wider priorities. You will work effectively with governors, families and external partners, and will be able to communicate with confidence and credibility across the whole school community.

We are looking for a leader who places safeguarding, inclusion and wellbeing at the heart of decision making, ensuring that all pupils, including the most vulnerable, are supported to thrive. You will be reflective and responsive, able to balance day to day leadership with long term planning and sustained improvement.

You will be a qualified teacher with QTS and hold, or be willing to undertake, the NPQH within two years. Above all, you will be an aspirational leader who leads with integrity, empathy and a clear sense of purpose.



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ROLE DETAILS



THE DETAILS



ROLE
Headteacher



SCHOOL
**Stramongate
Primary School**



SALARY
**Leadership Scale
L10 to L16**



REPORTING TO
**Director of Primary
Improvement**



CONTRACT
Permanent, full time

A full Job Description and Person Specification are available and form part of this recruitment pack.

Key responsibilities (summary)

- Provide strong, visible leadership that reflects the values and vision of Stramongate Primary School and Cumbria Education Trust.
- Lead school improvement, ensuring high standards of teaching, learning, behaviour and wellbeing.
- Create a safe, inclusive and aspirational environment where all pupils can thrive.
- Inspire, develop and support staff through clear expectations, professional development and a positive school culture.
- Work effectively with governors, families and partners to strengthen outcomes for children.
- Manage school resources responsibly, ensuring financial sustainability and compliance.
- Contribute to collaboration and shared practice across CET and its family of schools.

Safeguarding and inclusion

Safeguarding, inclusion and pupil wellbeing are central to this role. The Headteacher will ensure that all statutory safeguarding duties are met and that the needs of vulnerable pupils are prioritised in all decision making.

WHAT WE CAN OFFER YOU



The opportunity to lead Stramongate Primary School in an empowering culture, with high quality support and a clear sense of purpose



High quality professional development and leadership support, including clear progression pathways



A collaborative trust environment where headteachers work together and share expertise



A culture that values wellbeing, sustainable leadership and work life balance



Access to experienced CET teams supporting school improvement, HR, finance and safeguarding



A dedicated staff team and engaged school community with shared ambition for every child



The chance to make a meaningful and lasting impact within a supportive and ambitious trust



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ABOUT CET



Cumbria Education Trust is a growing family of primary and secondary schools working together to improve outcomes for children and young people across the region.



Trust Services supporting
Stramongate Primary School

As part of Cumbria Education Trust, Stramongate Primary School is supported by a central Trust Services team, providing specialist expertise and operational capacity. This ensures headteachers are supported to focus on educational leadership, teaching and learning.

Trust Services include support across

- ✓ **School Improvement and Learning Provision**, including leadership support and professional development.
- ✓ **Human Resources**, including recruitment, staffing and people management advice.
- ✓ **Finance and Procurement**, supporting budget management, compliance and sustainability.
- ✓ **Data and Assessment**, providing insight, analysis and support to inform improvement.
- ✓ **Marketing and Communications**, supporting recruitment, engagement and reputation.
- ✓ **IT Services**, ensuring reliable systems and infrastructure.
- ✓ **Safeguarding**, providing guidance, oversight and specialist support.
- ✓ **Estates and Business Operations**, supporting safe, compliant learning environments.
- ✓ **Governance Support**, ensuring strong and effective governance arrangements.

These services work in partnership with school leaders, providing support, challenge and expertise while respecting the autonomy and identity of each school.

WHAT OTHERS SAY



“You are part of a wider community and there are real opportunities to develop your own practice while supporting the development of others.”



“You are well supported and never feel isolated. There is always someone to talk to and doors are genuinely open across the trust.”



“The collaboration across schools has been a real strength. You are trusted to lead your school, but you are not expected to do it alone.”



“Being part of the trust has given me opportunities to take on wider leadership roles while continuing to grow and develop as a headteacher.”



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HOW TO APPLY



KEY DATES

CLOSING DATE

27th February 2026

SHORTLISTING

2nd March 2026

SELECTION PROCESS

**Week commencing
2nd March 2026**

Applications for this role are managed through MyNewTerm and will be advertised via the Cumbria Education Trust website and selected external platforms.

Candidates should complete the online application form via MyNewTerm. Registration is free and allows applicants to track the progress of their application and receive automated updates.

Arrange a visit

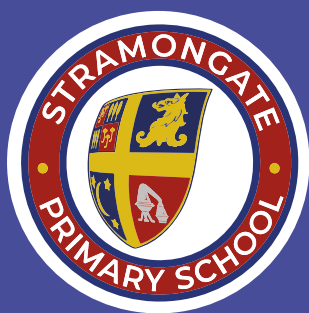
School visits are warmly welcomed. To arrange a visit or an informal discussion about the role, please contact the Director of Primary Improvement at Cumbria Education Trust.

 **016977 45 377**

Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undertake an enhanced DBS check.



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Stramongate

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