

# Headteacher Recruitment Pack – Buxton Infants and Juniors



## 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.

This role marks a new and exciting chapter for two well-established schools: an Infant School and a Junior School, on separate sites, each with a strong identity and deep community roots. Historically led separately, we are now appointing one Headteacher across both schools, creating a rare opportunity to shape a more connected and coherent approach to leadership while respecting the distinct character of each phase.

Both schools have strong foundations and committed staff. Like many schools, they have experienced sustained pressure in recent years. The next phase requires clear, confident and consistent leadership, someone who can bring people together, build trust across sites, and provide direction over time.

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. This is a substantive headship across two schools, new to our growing Trust that believes leadership matters. For the right person, it is a chance to shape a new model of primary leadership and make a lasting difference for children and communities.

**Matthew Crawford**  
**Chief Executive Officer**  
**Embark Federation**



# Who are we looking for:



As Headteacher of Buxton Infant School and Buxton Junior School, you will lead two schools that place children, care and community at the heart of everything they do.

We are looking for a Headteacher 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** as partners in learning, strengthening communication and confidence in the schools
- **Champion inclusion**, ensuring high-quality provision for pupils with SEND and those facing disadvantage, so no child is left behind
- **Create consistency across both schools** in behaviour, routines and expectations, giving children stability as they move from Infant to Junior phase
- **Raise aspiration and outcomes over time**, through calm, purposeful and sustained leadership rather than quick fixes
- **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.



# Our School: Buxton Infants



**Buxton Infant School** is a successful, welcoming two-form entry Infant School at the heart of the community. We pride ourselves in providing a “Smiling Start” to a child’s education striving to ensure that all children regardless of their starting point reach their full potential. We work closely with nursery provisions throughout Buxton to provide a smooth transition to school and are also home to Buxton Nursery: a private provider who operates from our site. In addition, we also have a small group of F1 nursery children who are supported within our Reception classes by a dedicated nursery assistant.

We have a wonderful staff team of hard working, committed individuals who have children and their families at the heart of everything they do. We have an excellent reputation for our child-centred family friendly approach with lots of opportunities for parents and carers to share in learning. We are a highly inclusive school and Ofsted recognised that “provision for pupils with SEND is a strength”.

Buxton Infant School offers a broad, exciting and highly creative curriculum and excels in supporting children’s personal development, an aspect of our provision which was graded Outstanding in our latest Ofsted inspection. Families benefit from an exceptional family resource offer and high-quality pastoral care.



# Our School: Buxton Junior



**Buxton Junior School** is a happy, ambitious and proud two-form-entry school for children aged 7–11, located in the heart of our town. Most pupils join us from Buxton Infant School, with additional children transferring from other local infant settings into Year 3.

Our highly skilled, experienced and deeply committed staff team excel in building strong relationships with children and families. Our attachment-aware and trauma-informed approach ensures pupils feel safe, understood and able to thrive. We have high aspirations for every child, whatever their starting point.



Many of our pupils are eligible for free school meals, and a significant proportion of our families face socio-economic challenges. We work closely with them through our Early Help offer, underpinned by care, consistency and high expectations. The school also has a high proportion of children with SEND, and we are hoping to develop an onsite AP provision that will deliver a semi-formal curriculum tailored to their needs.



Our staff and pupils benefit greatly from our exceptional school grounds, full of trees, birds and other wildlife; spending time in these natural spaces - exploring, playing and learning—is an important and distinctive part of our school offer.

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



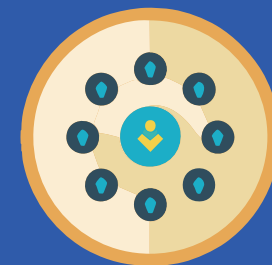
Enabling everyone to Love Learning and Love Life.

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

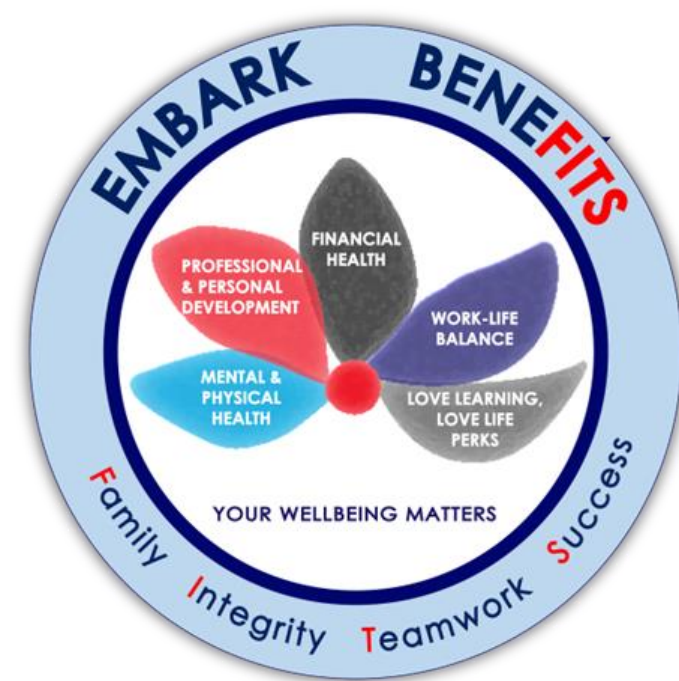
Savings and Loans direct from your salary  
Salary advances to help those unexpected events  
Teachers and Local Government Pension Schemes  
Savings, Mortgage and Personal debt advice  
Every day discounts and savings – Embark Perks

## 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

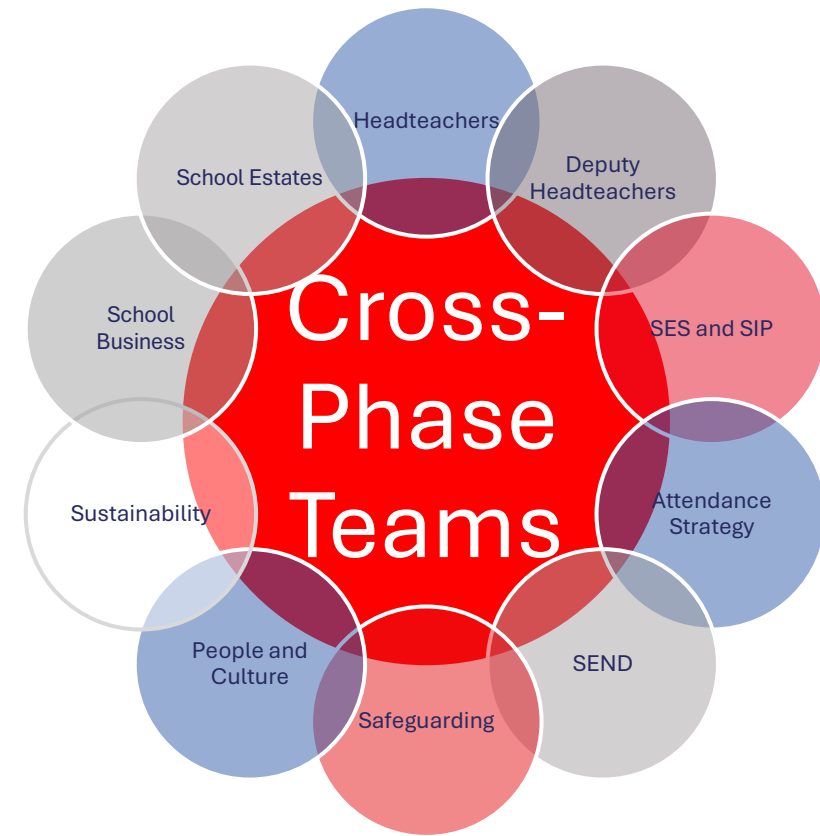
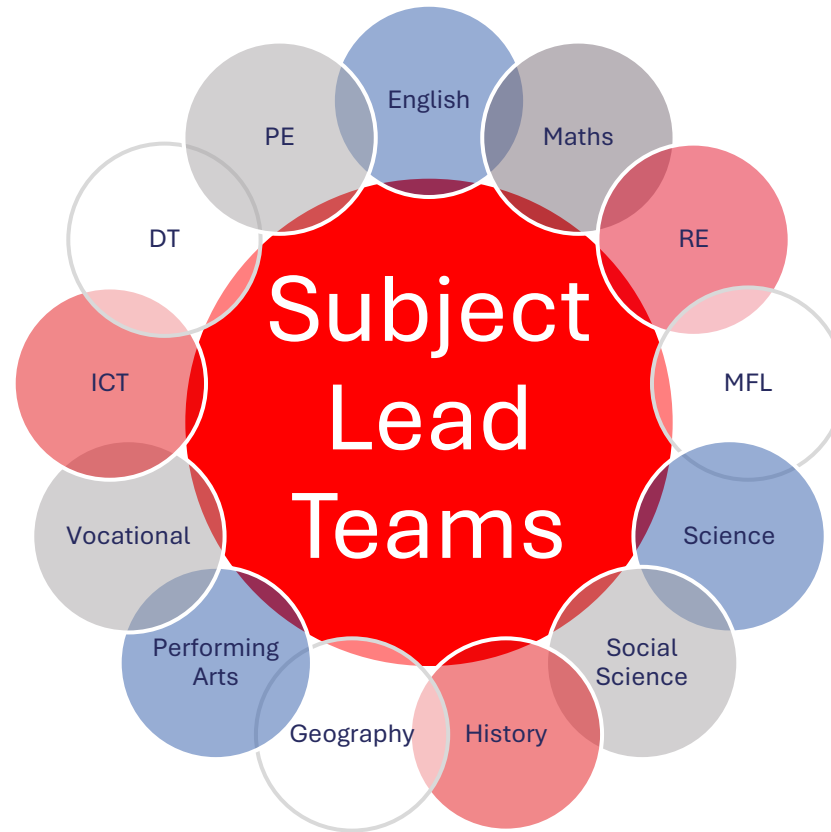




What it feels like to work in Embark (staff Survey)



# 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 Friday 13<sup>th</sup> March**

### Next steps

- Shortlisting candidates will be informed by **17<sup>th</sup> March**
- Assessment and Interviews will be held on **25 and 26 March**
- 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](mailto:Anna.Upton@embarkfed.org.uk)**

**To arrange a school visit, please contact Helen on 01298 22499. Visits will be held on the following dates:**

- ✓ Thurs 12<sup>th</sup> Feb
- ✓ Tues 24<sup>th</sup> Feb
- ✓ Thursday 26<sup>th</sup> Feb

