



Headteacher Richard Hill CE Primary School Recruitment Pack

Dear Applicant,

Thank you for your interest in becoming Headteacher of Richard Hill Church of England Primary School in the centre of the pretty and friendly Leicestershire village of Thurcaston. The school enjoys a strong, long-standing relationship with the local parish church and the Diocese of Leicester, enriching school life through shared values, regular visits and collective worship and we feel privileged to have a wide reaching catchment and to have families and children from a range of faiths and cultures.

We're looking for a Headteacher who loves leading a whole school and also loves the craft of teaching. In this hybrid role, you'll retain meaningful time (2.5 days) in the classroom - modelling great practice, staying close to the curriculum and to pupils - while steering the strategic direction of the school, a key member of Learn Academies Trust.

This role is different than most headteacher positions; keeping a teaching commitment helps you stay sharp in the classroom, giving you first-hand insight into the impact of decisions, the chance to test ideas in real lessons, and the opportunity to model strong pedagogy for colleagues. It also strengthens your credibility as a leader, keeping you rooted in the daily reality of pupils and staff and building trust with families. This direct experience enhances school improvement by sharpening your understanding of curriculum, assessment, behaviour and inclusion. Above all, the energy and joy of the classroom provide a daily reminder of why the work matters, fuelling purposeful, values-led leadership.

This is more than a leadership role - it's an opportunity to shape futures and make a lasting impact. Whether you are currently a Deputy Head/Vice Principal, a Head of School ambitious for your first headship or an experienced Headteacher ready for a new challenge, if you are inspired by leading this wonderful school and by the opportunity to shape its next chapter of excellence while preserving what makes each distinctive, we would be delighted to hear from you. Please contact Kate Jones to arrange a visit to the schools or to discuss making an application.

We look forward to receiving your application and learning more about how your leadership could shape the next chapter for our school.

Jane Jones
CEO, Learn Academies Trust



About Richard Hill CE Primary School

Richard Hill Church of England Primary School sits at the heart of the welcoming village of Thurcaston, a beautiful and close-knit Leicestershire community. The school enjoys a strong, long-standing relationship with the local parish church and the Diocese of Leicester, enriching school life through shared values, regular visits and collective worship. Its broad catchment brings together families from a rich mix of faiths, cultures and backgrounds - something the school embraces and celebrates as part of its identity.

The school's Christian ethos is lived out daily and intertwined with its core values. Community truly matters here: relationships are strong, supportive and central to everything the school does. Staff are committed, enthusiastic and approachable, creating an environment where children feel known, nurtured and encouraged to thrive. Parents are deeply engaged partners in their children's education - supportive, involved and keen to ensure their children arrive ready to learn and take full advantage of all the school offers.

Comments from the latest Ofsted report included "this is a happy school where pupils are enthusiastic about their learning". It also states "pupils are attentive and enthusiastic learners, achieving well across the curriculum. They enjoy relevant and interesting learning activities."



About Learn Academies Trust

We are a Multi-Academy Trust, established in 2016, that comprises a mixed family of 19 Church of England and Community Primary Schools across Leicestershire, including Leicester City.

Our Church Schools also benefit from being part of the larger family of 97 schools and academies within the Diocese of Leicester. All our schools are highly inclusive. Children and families from all faiths and none are welcomed, respected and embraced equally at every one of our schools.

- **We believe in the power of education to transform lives.**
- **We commit, in courageous fellowship, to the restless pursuit of our core aims of equity, well-being and excellence.**

We have over 3800 students across our 19 primary schools and we are looking for dedicated and visionary professionals committed to putting these pupils at the heart of everything they do.

We seek employees who are prepared to take personal responsibility and constantly challenge the norm to improve performance.

We want our schools and our central team to be great places to work. We want our staff development opportunities to be first class and we want to enable staff who are ambitious to grow their careers with us. To give our learners the best education and opportunities, we are committed to recruiting and retaining the very best people in all areas of our organisation.

Collaboration

Through collaboration and by nurturing leaders at all levels of the organisation, we develop professional expertise, leadership and talent from within the trust, contributing to robust systems of career development, school improvement, school-to-school support and peer review.

Our thriving and innovative professional learning community uses Research Lesson Study, coaching, joint professional development events, specialist networks, teacher research groups, external partnerships and membership of professional organisations to secure inspirational learning for every child.

Finance and Operations

We are working together to establish coherent and efficient trust-wide systems that help our staff to concentrate on the main thing, providing an excellent education for all of our pupils.

Working in Partnership

Learn Academies Trust contributes to a number of established strategic partnerships. We provide CPDL, including National Professional Qualifications, locally and regionally through Learn Academies Trust Institute of Education and in partnership with the Church of England Foundation for Educational Leadership. Learn Academies Trust Institute of Education provides initial teacher training in partnership with the National Institute of Teaching.



Diocese of Leicester

Learn Academies Trust is a mixed, Church of England and community trust, supported at member-level by the Diocese of Leicester. All of our academies, whether they are Church of England or community schools are treasured members of the Diocesan family of schools, served and supported by the Diocese. The Diocese values and celebrates each school, its individual ethos, distinctiveness and identity, regardless of whether that identity is explicitly Christian or not.



Who are we looking for?

We are looking for a visionary and wise school leader with a strong sense of moral purpose, empathy and emotional intelligence. You will be an optimistic, strategic thinker who thrives on challenge and is resilient in the face of educational change.

We hope you like people - large and small, young and old. We hope you recognise, value and nurture talent, thrive on research-informed professional learning and can promote and participate in it with your colleagues.

We expect you to have integrity, high aspirations, high expectations and high standards, while respecting community, inspiring trust and hope, and treating the people you serve with kindness, compassion and dignity.

Thank you for showing an interest in this exciting leadership opportunity. We hope the information provided in this pack inspires you to want to join our committed and collegiate group of professional leaders, to work in fellowship in the service of children and families across our district.

What we offer:

- A thriving peer network of like-minded Trust colleagues.
- A career structure for talented headteachers.
- A commitment to working in partnership to nurture and develop strong, distributed and visible leadership for each school.
- Recognition that all schools have their own distinctive character and ethos.
- Support for local leadership, governance and responsibility.
- A culture of effective, professional collaboration which secures excellence, equity and wellbeing for children in every Learn Academies Trust school.
- Excellent conditions of employment in an attractive location, in successful schools with supportive school communities.
- A commitment to continuing professional leadership development.
- Effective and mature Trust finance and business management systems - ensuring that our academies can focus on delivering exceptional teaching and learning and our school leaders can keep the main thing the main thing.
- A relentless focus on learning, in fellowship.

Application form and supporting statement

Please apply by completing an application form on MyNewTerm and uploading a supporting statement. The application form must be fully completed, in accordance with the instructions. The presentation of the form and the supporting statement will form part of the assessment of communication skills. The supporting statement should be clear, concise, related specifically to this post and no more than 3 sides of A4, Arial 11.

Confidential references and reports

Please follow the instructions on the application form for references. These will be taken up as part of the recruitment process.

Safeguarding and social media checks

Learn Academies Trust is committed to safeguarding and to promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check and social media screening.

Visits

We would encourage and welcome prospective candidates to visit the school informally. Please contact Kate Jones at kjones@learnat.uk to arrange a visit before the application deadline.

Learn Academies Trust is committed to promoting equality, valuing diversity and creating a truly inclusive Trust. We are determined to ensure all our stakeholders flourish and thrive. We aim to foster a culture where all are valued and respected. We acknowledge and celebrate all protected characteristics. We endeavour to remove all barriers to learning and participation. Our ED&I Policy and objectives are integral to all that we do.

Our vision for ED&I is simple, we aim to create an environment where everyone has a seat at the table, where everyone has a voice and where everyone belongs. We are committed to safeguarding and promoting the welfare of children and young people. An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references (these will be requested if you are shortlisted) and successful completion of vetting.

Learn Academies Trust is a Disability Confident employer and is committed to recruiting and retaining a diverse workforce and candidates with a disability who meet the essential job criteria will be given an opportunity to demonstrate their abilities at interview.

