



Moorlands Schools Federation Executive Headteacher Application Pack

Welcome Message



Thank you for considering this opportunity to join our Multi Academy Trust as Executive Headteacher of Moorlands Schools Federation, comprising Moorlands Infant and Junior Schools. This is more than a leadership role, it is a real chance to shape the future of two thriving schools and to be part of a continuing growth and development story for a values driven Multi Academy Trust.

Our schools are located in an enviable setting, offering the perfect balance of being a stone's throw from stunning countryside and the energy of the vibrant World Heritage City of Bath. The schools share an enviable large, well maintained green campus, providing a wonderful environment for children to be inspired, learn and grow.

Both schools are rated as 'Good' by Ofsted, and are well regarded within their communities. They have a strong reputation and a clear commitment to providing the very best education for every child.

This vacancy has arisen due to the current Executive Headteacher's relocation at the end of this academic year, following a period of exceptional leadership and significant contribution to the schools' continued success. The school's journey so far has been impressive - but we know there is even more potential to unlock.

As a Trust, we are welcoming, collaborative and supportive. We believe in empowering leaders to innovate and excel, and we work together to achieve ambitious goals. We are looking for someone exceptional - a visionary leader who can build on our strong foundations and take these two schools to the next level.

If you share our Trust's passion for education, our belief in the power of collaboration, and our ambition to make a real difference, we would love to hear from you. This is an opportunity to lead with purpose, inspire with vision, and continue a journey of success impacting on the lives of the schools' pupils and wider community.

We would strongly encourage a visit to the school to find out more and to see the school in action. Arrangements can be made via the Trust's Executive Assistant, Amy Chadburn (achadburn@thepartnershiptrust.com/ 01761 404207).



Emily Massey
Chief Executive Officer.

About the schools



Moorlands Schools Federation comprises Moorlands Infant and Moorlands Junior Schools. The schools share a 10-acre green and leafy learning campus in the south of Bath enjoying breath-taking views over the world heritage city. Both schools within the federation are successful and popular, and enjoy an excellent reputation due to the high quality of education that they provide.

The schools operate from two buildings with spacious, light classrooms, specialist music, food technology and art rooms and other learning spaces, on-site catering facilities and an abundance of outside space for children to use for learning and play. Both schools were rated 'Good' in their OFSTED inspections in 2023, and have continued to improve and develop in a wide variety of ways.

The pupil body represents the diversity of the community that the schools serve. The schools offer children a variety of opportunities both in and outside of school hours, making the most of the local area and the wonderful grounds. Both schools are highly inclusive, supporting all of the children in their care well, and making excellent provision for each and every one of them.

The school is supported by a pro-active group of parents/carers who form a PTA group organising events such as a family camp-out in the school grounds, whole school literature festivals and fundraising events. This is indicative of a very supportive wider parent/carer group.

Governors and staff share a clear mission to provide an inclusive, caring and supportive learning environment which has high aspirations, clear expectations and values all members of the school community. They seek to cultivate a love of learning and provide excellent opportunities for children to make the best possible progress and attain the highest personal achievements. The schools' mission statement, 'Space to grow for any tomorrow', is at the heart of all they do, and is lived out every day by all members of the school community.



Key Stats

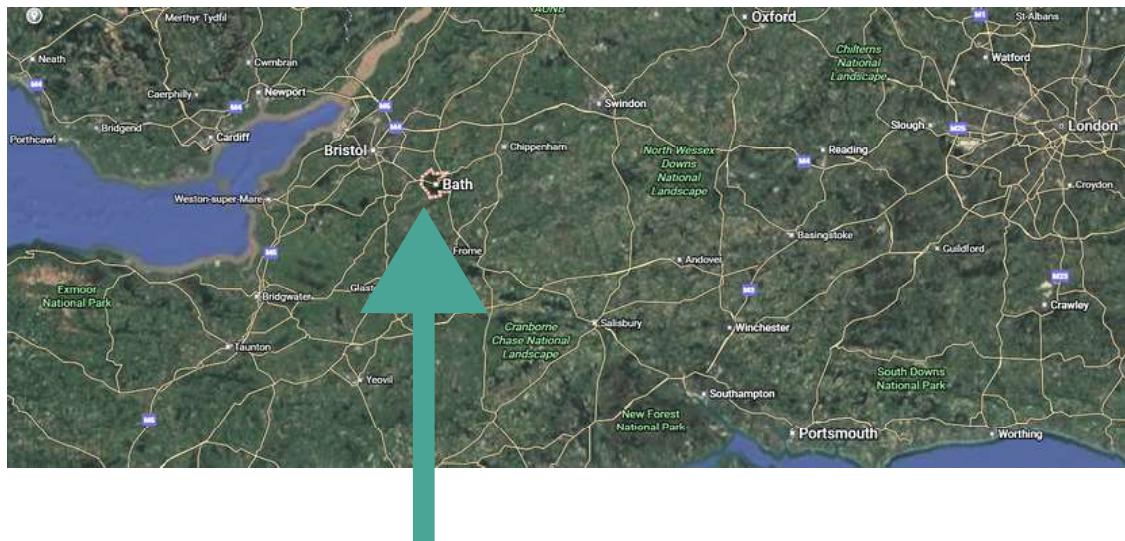


	Pupils	Year Groups								
		Boys	Girls	EAL	Summer Born	Free School Meals	SEN Support	EHC Plan	Absence Rate	
Reception	59	33	26	0	30	10	10	1	4.2%	
Year 1	60	28	32	1	28	6	5	0	2.3%	
Year 2	59	26	33	3	19	5	1	2	2.4%	

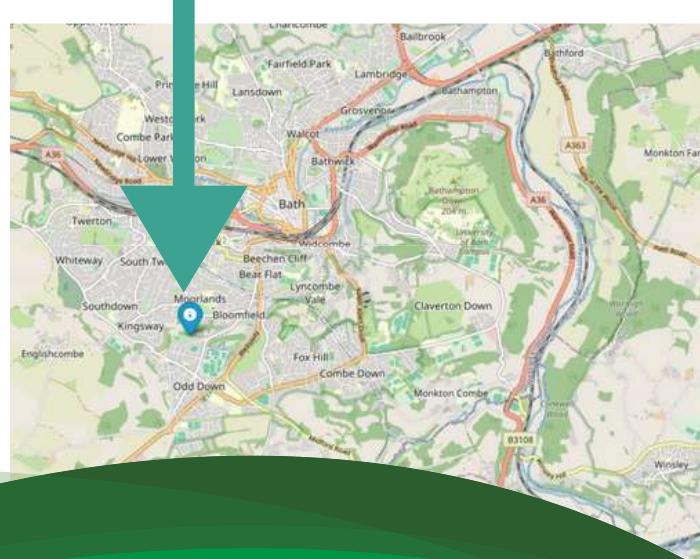
	Pupils	Year Groups								
		Boys	Girls	EAL	Summer Born	Free School Meals	SEN Support	EHC Plan	Absence Rate	
Year 3	59	38	21	2	23	7	9	4	3.0%	
Year 4	60	35	25	4	32	8	14	2	4.4%	
Year 5	60	30	30	4	23	9	14	2	3.4%	
Year 6	57	33	24	6	15	12	10	2	4.0%	



Where we are



Moorlands Schools Federation
Chantry Mead Road
Bath
BA2 2DE
Web: www.moorlands-school.org



About our Trust



The Partnership Trust is a family of like-minded schools with their own unique identities who, through our core values of collaboration, equity and respect, work together to prepare children and young people for the opportunities, responsibilities and experiences of adult life.

Our community now comprises 2 special schools, 10 primaries, 1 infant, 2 junior and 2 first schools. We have 5 church schools within the Trust.

Our children and young people are at the heart of all of our decision making .

All of our schools have common values and core operational systems, with adaptations for individual contexts and needs. We know that one size does not fit all and we work together to ensure that we can maximise the benefits of being a Trust whilst respecting that individual identity.

We know all of our schools benefit from being part of a diverse family and, because our schools are our Trust, they take the centre stage with the Trust foundation in place to support them to flourish.

Our mission, vision and values run through the organisation and were developed in partnership with our stakeholders to embody our collective work to achieve the best possible outcomes for all young people in an environment where partnership is valued and success is celebrated. They are the best place to start when understanding our organisation.



Our Mission and Vision



Excellence through Collaboration and Partnership



Being a Trust colleague



The Partnership Trust has a working culture which is designed to support employees and volunteers. We know that our people are our strength and we are passionate about investing in our talented team. We want everyone who is part of our team to be well supported, part of a close community and to enjoy opportunities to develop and thrive.

Together, we share a mission to improve educational standards across Trust schools, and work in collaboration to deliver on our mission, vision and aims. Above all, we understand that Trust schools are communities and that we all benefit from creating a working environment in which all staff feel valued and able to derive satisfaction from their work.

As part of this:

- We recognise the importance of staff welfare, a managed workload and the place that wellbeing plays in the recruitment and retention of staff.
- We encourage staff to undertake training and development, and where appropriate, to explore new challenges within the Trust. Professional development is central to the annual appraisal framework.
- We are open to ideas which help to improve the employee experience, and encourage the sharing of good practice between schools.
- We are clear about our expectations of employees and offer a transparent and supportive working culture in return.

The Partnership Trust really does feel like a 'partnership' for those of us that are fortunate enough to work within it... There is specific and very practical, helpful support that comes through to us from dedicated members of the Trust team, who are focussed on helping us do an even better job. This really benefits our pupils. Collaborative groups such as the pupil premium working party are examples of how we get together to support each other with the guidance and expertise of the Trust. This makes it an enjoyable place to work among highly supportive colleagues.

Working within The Partnership Trust has been an enriching and transformative experience for both myself and my school. The Trust provides a supportive network that encourages collaboration and innovation, which has significantly contributed to the growth and success of our school, allowing us to go from strength to strength

There is not an overt 'trust' stamp on everything. It's just there quietly in everything that we do. It's the commitment from everybody that our children deserve the very best, regardless of their starting point. They come first in our decision making.

The Opportunity



This is a fabulous opportunity to take Moorlands Infant and Moorlands Junior Schools to the next level on their strong improvement journey and focus on the next steps that will make our children's education exceptional, enabling all children to reach their potential.

The postholder will have the opportunity to:

- demonstrate visionary leadership, working with a strong, committed staff team;
- further drive school improvement, developing and executing effective strategies to raise standards, improve pupil attainment, and ensure a high-quality education for all pupils within a positively inclusive environment;
- engage with a fabulous and increasingly diverse community, maintaining the schools' position as the primary educator of choice in the local area;
- maximise the potential of fantastic grounds and spacious buildings;
- work in collaboration with other schools in the Trust.

Through the engagement of the Trust and Local Governing Committee, the postholder will be encouraged, challenged and supported to take the school forward on its journey to excellence.

As a member of a forward-looking and collaborative Trust, the postholder will be encouraged to take part in CPD to meet their aspirations. For those who wish to continue to develop their professional practice, through the Trust there are also opportunities to take on projects external to the school.



The Advert



Position: Executive Headteacher

Salary: School Group 3 (range L11-24), salary dependent on experience

Start Date: September 2026

A perfect opportunity for an existing school leader who is looking for a new challenge or relocation to a vibrant, leafy city in the South West

We are seeking an inspirational and aspirational Executive Headteacher to provide leadership of a Federation which comprises two-form entry Infant and Junior schools, who share a large and green site in the World Heritage City of Bath.

Moorlands Infant School and Moorlands Junior School are academies of The Partnership Trust, a supportive group of like-minded schools who share a vision that all children enjoy their learning, make outstanding progress and can confidently take their place in a changing world.

The successful candidate will be an individual with a track record of successful leadership, someone who is innovative, ambitious, energetic and caring and who has first class communication skills. They will be joining a community consisting of happy and enthusiastic children, a hardworking and friendly staff team, a committed local governing committee, supportive parents and carers and a network of professional and collaborative colleagues within the Trust.

This is an opportunity for an experienced, strategic and outward looking school leader with the drive, passion and leadership skills to build on the schools' growing success and who will relish the opportunity of taking the school forward to a place of outstanding learning at the heart of its community.

We welcome applications from those who:

- are experienced senior leaders with proven leadership qualities and the ability to inspire and motivate colleagues;
- have the credibility and emotional intelligence to motivate and engage with staff, children and a range of partners;
- have the ability to engage warmly and collaboratively with families and the wider community;
- recognise the school's current achievements and have the analytical skills to see the next steps required to enhance practice and outcomes further;
- have successfully led an improvement agenda that has raised achievement;
- have the ability to nurture a 'love of learning' and have a vision for continued professional development throughout the school;
- have the desire to be part of a close network of professional, supportive and collaborative colleagues within a forward-looking Trust, as well as part of a strong wider community of schools in and around Bath.

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In return, Moorlands Schools Federation can offer you:

- an excellent opportunity to provide strategic leadership and direction while building upon the high standards already in place;
- a leadership and staff team who have established a culture of high expectation and ambition for the school. The staff team shares expertise and good practice and has a shared vision and responsibility for school improvement;
- a happy, caring, inclusive and supportive school, with children who respect and care for each other and have a thirst for learning;
- a diverse, ambitious and supportive parent community;
- a commitment to your own professional development and well-being;
- support from, and significant opportunities for collaboration and development within, a principled Multi Academy Trust.

How to Apply:

Visits to see the school are encouraged. Please contact Amy Chadburn, the Trust's Executive Assistant, to make arrangements. (achadburn@thepartnershiptrust.com or 01761 404207).

Application process: Please see application pack for further information about the role. To apply please visit [MyNewTerm](#). Please note that we are unable to accept CVs.

Closing date: Midnight Sunday 22 February 2026

Interview date: Thursday 26 February and Friday 27 February 2026

Note: Shortlisted applicants will receive an invitation to interview on Monday 23 February

The Partnership Trust and all schools within it are committed to safeguarding and promoting the welfare of children and young people. It expects all staff to share this commitment and the successful candidate will be required to undertake an enhanced safeguarding check.



Job Description



The Partnership Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

1. Main purpose

The role of the Executive Headteacher is to:

- Provide highly effective leadership and management to more than one school/a group of schools in The Partnership Trust, being responsible for both the operational and strategic leadership and management of the schools
- Drive trust-wide and school level improvement priorities in the schools
- Ensure that the schools are delivering high-quality provision and securing the best possible outcomes for pupils
- Promote a culture of collaboration, equity and respect within the schools
- Be responsible to the Chief Executive Officer of the Multi Academy Trust, the Board of Trustees and Local Governing Committees of each school
- Fulfil all the requirements and duties set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteacher/Executive Headteacher
- Meet the standards set out in the guidance document National Standards of Excellence for Headteachers.
- Understand fully the current legal requirements, national and local policies on safeguarding and the promotion of the wellbeing of children and young people and ensure that all the requirements are met.

2. Duties and responsibilities

a. Strategic leadership

- Embed the shared vision of The Partnership Trust in the schools, ensuring that it is understood by staff and parents
- Develop the vision, values and culture of the schools, in consultation with key stakeholders, ensuring that this is understood by the children, staff and the communities that the schools serve
- Contribute to the trust's strategic plan, ensuring that key objectives are used to inform school improvement plans
- Implement the schools' improvement plans effectively, ensuring continual improvement and development, maintaining a culture of school improvement
- Review and monitor the progress of school improvement plans, providing necessary challenge in order to achieve a sustained focus on the strategic objectives
- Oversee preparation for inspection including maintaining accurate school self-evaluation
- Build positive and respectful relationships with stakeholders and the wider community
- Build strong leadership teams in the schools to transform teaching practice
- Enhance and maintain effective management, organisational and administrative systems
- Advise and assist the local governing committee, ensuring that they are provided with the right information to help them to fulfil their roles
- Report to the local governing committee and other relevant bodies on the performance of the schools as required

b. Managing the organisations

- Ensure the effective day to day management of the schools, establishing and overseeing systems, processes and policies that enable the school to operate effectively and efficiently
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Line-manage senior leaders in the schools, providing effective support and challenge to help them secure best outcomes for pupils
- Develop outstanding teaching and support across the schools, including coaching and mentoring teaching and support staff in collaboration with the senior leadership team
- Carry out appraisals in line with the trust's procedures
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- Develop and implement trust-wide policies in the schools, and ensuring that these policies are followed
- Develop and retain high-quality staff through effective professional development and appraisal processes
- Recruit excellent staff for the schools, ensuring that this is in line with Safer Recruitment
- Establish and sustain clear and open lines of communication with all stakeholders
- Monitor staff wellbeing and workload and implement strategies to promote a healthy working environment
- Ensure the schools effectively and efficiently operate within the required regulatory frameworks and meet all statutory duties
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Lead a robust focus on safeguarding and promotion of children's welfare with regard to DfE regulations and documentation
- Ensure all staff have a strong understanding of safeguarding matters
- Work successfully with other schools within the Trust and external to the Trust
- Maintain effective relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

c. School Culture

- Establish and sustain the schools' ethos and strategic direction in partnership with the Trust and those responsible for governance and through consultation with the school community
- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- Ensure a culture of high staff professionalism



d. Teaching and learning

- Develop, implement and maintain broad, balanced and ambitious curriculums that meet the relevant statutory requirements, meet the needs of the communities the schools serve, and adhere to The Partnership Trust's Curriculum Aims
- Establish and sustain high-quality teaching across all subjects and phases in the schools, based on evidence and in line with The Partnership Trust's Quality of Teaching Matrix
- Have highly ambitious expectations for all pupils, including those with special educational needs and disabilities (SEND), and promote an inclusive culture that enables all pupils to access the curriculum
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- Establish curriculum leadership, including developing subject leaders with relevant expertise, who have access to professional networks and communities
- Promote a culture that encourages collaboration, where best practice is shared within and across schools in order to secure the best outcomes for pupils
- Ensure valid, reliable and proportionate approaches are used to assess pupils' knowledge and understanding of the curriculum, making effective use of formative assessment and reporting summative assessments in line with The Partnership Trust's Assessment Guidance

e. Behaviour

- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- Implement consistent, fair and respectful approaches to managing behaviour
- Ensure that adults within the school model and teach the behaviour of a good citizen

f. Governance and accountability

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- Establish and sustain professional working relationship with those responsible for governance
- Ensure that staff know and understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

g. Additional and special educational needs and disabilities

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- Ensure the schools work effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- Ensure the schools fulfil their statutory duties with regard to the SEND code of practice



3. Working in partnership

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- Commit their schools to work successfully with other schools and organisations in a climate of mutual challenge and support
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

4. General

The post holder will be expected to:

- Play a full part in the life of the schools and the Multi Academy Trust
- Undertake any appropriate training to assist them in carrying out any of the above duties
- Comply with all policies and procedures, specifically those relating to safeguarding, child protection, health, safety and security, equal opportunities, confidentiality and data protection.
- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced Disclosure and Barring Service (DBS) Certificate is required for this post prior to commencement
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from those in a position of responsibility to undertake work of a similar level that is not specified in this job description, this may include working at other schools within the Trust.
- This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title



Person Specification



CRITERIA	QUALITIES	E	D
	Qualified teacher status	X	
	Relevant degree or equivalent qualification	X	
	Evidence of regular and appropriate professional and leadership development	X	
	Evidence of further development for headship or executive leadership (NPQH/NPQEL)		X
	Substantial and successful leadership and management experience in more than one school	X	
	Teaching experience across the primary age range	X	
	Involvement in school self-evaluation and school development planning	X	
	Demonstrable experience of successful line management and staff development	X	
	Experience of managing safeguarding concerns effectively	X	
	Experience of monitoring and evaluating learning and teaching	X	
	Experience of leading, implementing and managing change	x	
	Experience of managing personnel, governance, security and access issues regarding the use of school facilities.	x	
	Experience of leading and managing schools across multiple sites		X
	Two fully supportive references	X	

Qualifications, training and experience

CRITERIA	QUALITIES	E	D
Professional skills and knowledge	Able to think strategically and to build and communicate a coherent vision	X	
	Be decisive and have the ability to make decisions using sound judgement	X	
	A good understanding of SEND with a strong commitment to a culture of inclusion and diversity	X	
	Have experience of multi-agency working to support vulnerable children and families and to promote attendance		X
	Able to demonstrate the principles and practice of effective teaching and assessing all aspects of children's learning and development	X	
	Able to produce and implement clear, evidence-based improvement plans which identify priorities and targets	X	
	Able to relate empathetically to, and develop, professional partnerships with all stakeholders	X	
	Commitment to nurturing and motivating staff in order to provide opportunities for staff development	X	
	A good communicator with the ability to converse at ease with children, staff and parents	X	
	Understanding of governance and experience of working with local governing bodies	X	
	Able to identify and successfully manage underperformance	X	
	A detailed understanding of the current Ofsted inspection framework and requirements	X	
	Broad understanding SIAMS frameworks		X
	A sound understanding of national trends & policy, curriculum and assessment developments. Understand statutory & legal framework within which a school operates, including the legal issues relating to managing a school, such as Equal Ops, Race, Disability and Human Rights.	X	
	A strong understanding of financial management, including financial planning, budgetary management and principles of best value	X	

Safeguarding	Knowledge of national and local safeguarding guidance	X	
	Experience of safeguarding and promoting the welfare of children and young people and of developing and ensuring a safe and supportive school culture	X	
	A commitment to work with the relevant agencies to protect children and young people	X	
	Knowledge of best practice and procedures in school for safeguarding children and young people	X	
	Leadership presence, visibly demonstrating a positive, enthusiastic outlook, embracing innovation and self-motivation	X	
	A commitment to achieving the best outcomes for all pupils and promoting the ethos and values of the trust	X	
	Able to establish and maintain high standards of pupil behaviour and attitudes to learning	X	
	Able to work under pressure and prioritise effectively	X	
	Commitment to maintaining confidentiality at all times	X	
	Resilience, perseverance and optimism in the face of difficulties and challenges	X	
Professional and personal qualities and attributes	Collaborative; seeking the views of others and valuing dissenting views	X	
	Visible, approachable and welcoming	X	
	Commitment to provide an appropriate work/life balance for self and others	X	
	Commitment to uphold the 7 principles of public life (the Nolan principles) at all times	X	



**We are excited to
welcome the right
candidate!**



Contact Information

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