

MOULTON SCHOOL AND SCIENCE COLLEGE HEADTEACHER

Information for Candidates



Strive for Great Things

Welcome from Chair of Governors



On behalf of the Governing Body, I am delighted to invite applications for the position of Headteacher at Moulton School and Science College.

Following the retirement of our previous Headteacher, we are at an exciting juncture in our school's journey. Under her leadership, alongside an experienced and talented senior team, Moulton School has seen the pace of improvement accelerate considerably. We are now seeking an exceptional leader to build upon these strong foundations and take us even further on our journey toward becoming an outstanding provider.

This is a wonderful opportunity for an enthusiastic and visionary leader to join a thriving school community of over 1,430 students, including a successful sixth form of 200 students. Moulton School has been graded 'Good' by Ofsted in 2023, with inspectors recognising our many strengths and examples of exceptional practice, particularly in personal development.

We are a fully inclusive community that welcomes all students and is proud to host a Designated Specialist Provision for students with autism. Our school is very well led and governed, with strong leadership at all levels and effective safeguarding throughout.

The successful candidate will join a happy and stable staff team who are committed to our ASPIRE ethos and our five key values of Respect, Safety, Positivity, Co-operation, and Kindness. They will be supported and challenged by an experienced and skilled governing body who know the school well and maintain high expectations for both students and staff.

We are looking for a leader who shares our ambition for every child, who understands the importance of developing the whole child, and who can inspire our community to achieve even greater success.

If you are passionate about making a difference and excited by the prospect of leading a school with such strong values and community spirit, we warmly encourage you to apply.

We look forward to welcoming applications from leaders who are ready to write the next chapter in Moulton School's successful story.

Yours sincerely,

Steve Robinson

Chair of Governors

Moulton School and Science College

Moulton, Northamptonshire



Our Strengths and What We Stand For

Our Values

At Moulton School, our five key values are at the heart of everything we do, determined by students, parents, staff, and governors:

Respect
Safety
Positivity
Co-operation
Kindness

These values describe the community of which we wish to be a part and guide our daily interactions and decisions.

Our ASPIRE Ethos

We live and work according to our 'ASPIRE' ethos, which sets the tone for both our expectations and the achievements we celebrate:

ASPIRE: Strive for great things

At Moulton, every child truly matters, and each student is celebrated for their particular talents, spirit, and potential—no matter what path their interests lead them down. We are ambitious for all our students, helping each one to be the very best they can be and boosting their individual potential.

Who We Are

Moulton School and Science College is a popular and successful school serving Moulton and the surrounding villages to the north of Northampton, with over 1,430 students, including 200 in our thriving Sixth Form. Graded 'Good' by Ofsted in 2023, we have a tradition of strong academic achievement set within a context of care and support for each individual and the development of the whole child. This holistic approach creates a very special atmosphere and culture within our school.

Our Key Strengths

Outstanding Personal Development

Personal development is a standout strength of our school. We have an extremely wide extra-curricular offer, including sports, residentials, extensive clubs and societies, Duke of Edinburgh programmes, and numerous visits and visitors. Our students consistently speak with enthusiasm and fondness about the experiences we provide.

Exceptional Careers Education

We hold the prestigious Platinum Careers Mark Award, having been a Gold-designated school for five years. Our careers provision is exemplary—virtually no students leave NEET testament to our outstanding CEIAG programme and the commitment students build to their learning.

High-Quality Teaching and Curriculum

We deliver a knowledge-rich, sequential curriculum that is carefully planned and research-informed. Every subject has detailed curriculum plans and knowledge organisers. Our staff are highly skilled and committed to setting high standards, supported by comprehensive and targeted CPD.



Strong Leadership at All Levels

The school is very well led and governed, with particular strength in middle leadership, both subject and pastoral. Our experienced and skilled governing body provides effective support and challenge, ensuring clarity of vision and strategic direction.

Excellent Pastoral Care

We have created an atmosphere of mutual respect and cooperation, providing the foundation for a happy and successful school life. Our friendly, highly inclusive learning atmosphere is frequently remarked upon by visitors. Students feel safe and secure, supported by effective safeguarding throughout.

Impressive Sixth Form Provision

Our sixth form combines strong academic performance with excellent opportunities for leadership development and personal growth. Students benefit from a broad curriculum offer across three pathways, first-class careers guidance, and a supportive community that prepares them exceptionally well for university, employment, and life beyond school.

Community Engagement

At the heart of our ethos is the concept of an extended family, primarily founded in our House structure. We play a full and active part in the local community, maintaining strong relationships with parents and stakeholders through various engagement opportunities.

Our Commitment

We want our students to leave school having maximised their academic progress and honed their individual passions, but also with fond memories of the breadth of opportunities taken, the relationships made, and the experiences enjoyed. Students leave us as confident, respectful young people, well-equipped with the knowledge and cultural capital to succeed in their future lives.

Job Advert

Salary: Leadership scale L31-37

Support with relocation expenses, if necessary, is available for the right candidate.

Who Are We Looking For?

We are seeking a new senior leader who values our history and achievements while continuing to strengthen the school's many excellent qualities. We need an outstanding leader with presence who is compassionate, genuine, humble and has exceptional interpersonal abilities.

Working within a supportive and values driven culture, the successful candidate will have the opportunity to shape the future of the school, ensuring that Moulton pupils are academically and socially equipped to be successful in future learning and career pathways. You will have a demonstrable track record of successful school leadership. You may be a Deputy Headteacher or Head of School ready for the next step, or an experienced Headteacher looking for a new challenge – we will give you the freedom to lead. Either way, your exceptional people skills and the ability to establish relationships across diverse communities of students and families will set you apart. Most importantly, you will lead with a strong moral compass and an unwavering belief in the potential of every child. You will benefit from an enthusiastic and committed leadership team and a supportive staff.

Inspection Report – June 2023

“Leaders think carefully about the curriculum they provide for pupils. They make sure that pupils can study a broad and ambitious range of subjects, including in the sixth form. The curriculum prepares pupils well for further study at post-16 and beyond.”

“Teachers, including those in the sixth form, have strong subject knowledge. They select activities that help pupils understand new learning readily. Teachers adapt the delivery of the curriculum to make sure that pupils with SEND also learn well.”

“Leaders promote pupils’ personal development well, including in the sixth form. This helps pupils to develop their confidence and character. The life skills curriculum prepares pupils well for life in modern Britain.”

“There is a strong culture of safeguarding in the school. Leaders are vigilant in keeping pupils safe. They have established an effective system for recording and monitoring the safety of pupils. They act speedily when a pupil is at risk of potential harm.”

“Governors know the school well. They visit the school regularly to keep themselves well informed. They hold leaders to account closely. Staff are proud to work at the school and appreciate that leaders take their workload into account.”

How to Apply/Recruitment Process

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, or arrange a visit to the school, then please contact:

Claire Allsopp: claire.allsopp@moultonschool.co.uk

We have an online application form that can be accessed via MyNewTerm at <https://mynewterm.com/jobs/137614/EDV-2025-MSASC-73714>, and also request that you submit a supporting statement explaining why you are the right person for Moulton School and Science College. Please be aware that we can only accept CVs for this post if they accompany the fully completed application form and supporting statement. We welcome applicants to inform us if you need any particular adjustments, arrangements or access needs as part of the recruitment process.

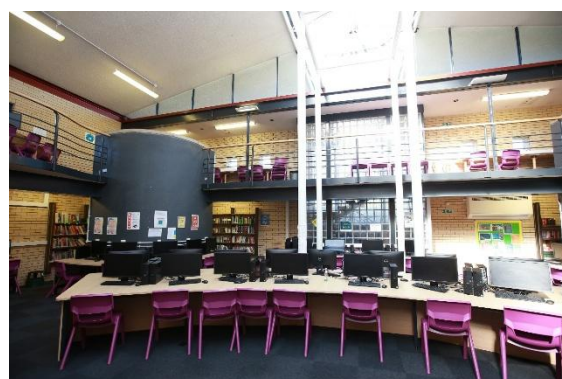
Completed applications will be sent to Mrs Vienna Waights, HR Manager, at vienna.waights@moultonschool.co.uk and for any queries about the application process itself, please contact Ms Claire Allsopp by email or by phone on 01604 641600. Please also note that queries will not be answered by the school during the holiday period, in order to respect our staff's work/life balance.

Closing date: Thursday 18th December at midnight
Shortlisted candidates notified by Wednesday 7th January 2026

Interview dates: Tuesday 13th January and
Wednesday 14th January 2026

Moulton School

Pound Lane
Moulton
NN3 7SD
+44 1604 641600



Your Supporting Statement

We kindly ask that all applications are accompanied by a personal statement outlining your suitability for the role. Your supporting statement should not exceed 1500 words and needs to address the following points:

- Demonstrate how your background and principles, in both your career and personal life, show that you are the ideal candidate to guide and advance our school, addressing every aspect of the Person Specification
- Your motivation for wanting to become the leader of Moulton School and Science College
- The key areas of focus you foresee during this leadership transition and the strategy you would employ to tackle them

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

Job Description

This is more than a leadership role: it's a chance to shape lives, elevate outcomes, and embed a culture where every young person can thrive. Whether you're an experienced Headteacher or a high-performing Deputy ready to step up, this is your opportunity to lead an ambitious Single Academy Trust determined to ensure that all students can go on to university or aspirational alternative.

LEADING THE ORGANISATION

The Headteacher will:

- Ensure that quality of learning is at the centre of the organisation and management of the school, its pupils, staff and resources
- Seek to secure adequate resources for the school and to ensure these are effectively administered and controlled
- Support the Business Manager to develop and propose the annual budget and the three-year budget plan consistent with the school's priorities
- Monitor and review the use of premises and resources to ensure they contribute effectively to providing an efficient and safe learning environment consistent with the school's values and proposed priorities for expenditure
- Produce and implement clear, evidence-based plans for the development of the school and its facilities in the light of changing requirements and priorities
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school
- Ensure that systems and styles of communication within the school are effective and appropriate
- Use a process of self-review to set targets for personal development and to manage own work-life balance.

LEADING STAFF

The Headteacher will:

- Manage the work of the leadership team, delegating appropriate tasks and ensuring the support needed for each member's development is in place.
- Be proactive in developing effective professional relationships with and between staff, and in promoting good order and high morale
- Create an environment that encourages ideas and contributions from staff and values the achievements of individuals and teams
- Acknowledge responsibilities and celebrate achievements of individuals and teams
- Manage own workload and that of others to allow an appropriate work/life balance
- Ensure that the systems for induction, appraisal and professional development lead to the maintenance of high standards and to a professional learning culture for all staff



LEADING TEACHING AND LEARNING

The Headteacher will:

- Ensure that the curriculum is broad, balanced, diverse and flexible and offers opportunities for all pupils to be successful and engaged, including both academic and vocational routes
- Create the conditions for creative, responsive and effective approaches to teaching and learning which enable pupils to become effective, enthusiastic and independent learners
- Promote a culture that encourages every pupil to become self-confident and to show respect for others
- Ensure that learning is at the centre of strategic planning and resource management
- Set appropriate and challenging progress targets for all pupils
- Maintain and develop an effective assessment, recording and reporting system which promotes and celebrates all forms of pupil achievement
- Ensure a consistent and continuous focus on pupils' achievements using data and benchmarks to rigorously monitor progress of every pupil
- Maintain and develop strategies to secure high standards of behaviour and attendance.

LEADING IN THE COMMUNITY

The Headteacher will:

- Build and maintain a school culture and curriculum which takes account of the richness and diversity of the school's communities
- Maintain and develop an effective partnership with parents and carers to support pupils' achievements and personal development
- Ensure learning experiences for pupils are integrated with the wider community and collaborate with other agencies to tackle all the barriers to learning, promote health and happiness for every child and engage positive strategies for challenging racial and other prejudice
- Seek opportunities to involve parents and carers, community figures, businesses and other organisations in the life and work of the school and build opportunities for pupils to contribute to the community
- Develop and encourage good relations between the school and the local community
- Ensure that communication between the school and the community is effective and appropriate and impacts positively on pupil achievement



This job description is correct at the date of publication and may alter over time as the needs of the school change. The job description will be discussed as part of the school's appraisal policy and may be amended after discussion with the post holder.

Person Specification

Are you ready to lead with purpose, ignite ambition, and make a lasting impact in a thriving school community? Moulton School and Science College is seeking a bold, values-driven Headteacher to take the helm and drive the next chapter of excellence.

QUALIFICATIONS

- ✓ Proven evidence of success and relevant professional development across career
- ✓ Appropriate educational and professional qualifications including NPQH
- ✓ Recent experience of the curriculum in English schools

EXPERIENCE

- ✓ Demonstrable track-record of success in leading change and improvement in a comparable organisation
- ✓ Demonstrate consistently high standards of principled and professional conduct, meeting the Teachers' Standards and the Seven Principles of Public Life, and to be responsible for providing the conditions in which teachers can fulfil them
- ✓ Track record of achievement in raising standards and outcomes and achieving excellence
- ✓ Experience of developing high quality leadership capacity and accountability
- ✓ Evidence of successful promotion and implementation of innovation in teaching and learning
- ✓ Experience of using evidence-based information about effective learning and assessment for learning
- ✓ Evidence of the ability to develop excellent relationships with pupils and adults
- ✓ Experience of working successfully with local community and external agencies/stakeholders
- ✓ Successful experience of using target setting, data analysis and curriculum innovation to improve performance outcomes for pupils
- ✓ Experience of building successful working relationships with a governing body and of sustaining and developing effective partnerships with other organisations
- ✓ Experience of leading strategic resources including finance, HR and ICT.



KNOWLEDGE AND UNDERSTANDING

- ✓ An up-to-date knowledge of school improvement planning and evaluation
- ✓ Ability to provide strategic and creative leadership and develop a school vision which has learning and achievement at its core and incorporates our ethos and values. A detailed

understanding of current educational issues, including national policies, priorities and legislation

- ✓ An in-depth knowledge of a range of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance
- ✓ A detailed knowledge of quality assurance systems (including school review self-evaluation and staff appraisal)
- ✓ Ambitious standards for all students to overcome disadvantage and advance equality, preparing students from all backgrounds for their next phase of education and life
- ✓ A knowledge and understanding of legal issues relating to managing a school including child protection procedures, equal opportunities, race relations, disability, human rights, employment and health and safety legislation.

PERSONAL QUALITIES

- ✓ Strong team leadership philosophy, sets priorities, agrees and achieves ambitious goals and targets
- ✓ Outstanding ambassador for the school with clear values and moral purpose, who is able to articulate and model the vision of the school
- ✓ Thinks creatively to anticipate and solve problems
- ✓ Acknowledges excellence and challenges poor performance
- ✓ Inspires, motivates and empowers staff, pupils and parents
- ✓ Enjoys working with, and has empathy for, young people from all backgrounds
- ✓ Works collaboratively with others, delegating appropriately
- ✓ Seeks and acts on feedback from others, including colleagues and governors
- ✓ Adaptable and creative in changing circumstances
- ✓ Shows resilience and decisiveness under pressure
- ✓ High level of perseverance, energy and enthusiasm for the school
- ✓ Willing to be involved in all aspects of school life.



Moulton school and Science College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check. References will be taken up for all shortlisted candidates prior to interview. The School reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process. Please note, it is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975 (2013 and 2020), which requires you to disclose all spent convictions and cautions except those which are 'protected' under Police Act 1997 – Part V.