



Headteacher

Harlowbury Primary Academy

Recruitment Pack

01.

CEO Welcome

As a team of schools, we are united by a shared commitment to excellence and equity in education. We work collaboratively to lead innovative practice, always with the aim of raising outcomes for every child in our care.

We are as ambitious for the staff as we are for the children in our schools; providing excellent opportunities for continued professional development and staff wellbeing. We believe that partnerships and collaboration to share best practice are the key to meeting the challenge of raising pupil attainment.

Our schools benefit from a shared central service team, providing high-quality services and enabling leaders and teachers to focus on what matters most—teaching, learning, and supporting children. Through collaboration and collective accountability, we ensure that every school receives the support it needs to succeed.

At the heart of our culture is a simple but powerful belief: children first, people first. This principle underpins our inclusive, supportive, and ambitious environment, where teamwork and continuous improvement drive everything we do.

As a system leader, we share our learning and expertise across the wider education community. Our Trust is outward-facing, encouraging our schools to operate with both autonomy and a strong sense of collective purpose.

We are excited to welcome a new Headteacher for Harlowbury Primary Academy who shares our values, brings strategic clarity and ambition, and will play a pivotal role in leading the school through its next phase of growth.

Thank you for considering this opportunity to make a lasting impact



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02.

Headteacher

At NET Academies Trust, we believe that exceptional leadership is fundamental to delivering outstanding educational experiences for every child. As we continue to grow and strengthen our family of schools, we are seeking an ambitious, strategic and values-driven Headteacher for Harlowbury Primary Academy to lead the school into its next exciting phase.

This is a particularly significant moment for Harlowbury. The school is preparing to move into a brand-new building on Gilden Way and will expand from a one-form entry to a two-form entry provision, creating new opportunities for growth, innovation and community impact. The successful candidate will play a pivotal role in shaping this next chapter, establishing strong systems, nurturing a positive culture and ensuring that standards continue to rise as the school grows.

We are looking for an inspirational and forward-thinking leader who can combine strategic clarity with warmth and approachability. Someone who can work collaboratively with Trust colleagues, governors, staff and families, bringing both vision and practical expertise to the challenge of leading a growing school community.

High expectations, inclusion and continuous improvement sit at the heart of our ethos. The new Headteacher will work closely with the Executive Team and fellow Headteachers across the Trust to strengthen teaching and learning, develop staff, embed robust systems and ensure that every child achieves their full potential. As part of a supportive and outward-facing Trust, the role offers both autonomy and the opportunity to contribute to wider Trust strategy and system leadership.

The appointment of a new Headteacher marks a defining step in Harlowbury's journey. We are seeking a leader with the ambition, resilience and commitment to build on existing strengths while confidently leading the school through expansion and into a new, purpose built environment.

We invite exceptional primary leaders with a passion for education, community and children's success to join us in shaping a vibrant and ambitious future for Harlowbury Primary Academy and the wider NET community.



03.

People Strategy



Recruitment & Retention

Our Aim: To attract, recruit and retain a high-performing, well-supported workforce that is integral to the Trust's mission of academic success, physical development and positive wellbeing for all pupils.



Health & Well being

Our Aim: To foster a supportive and healthy working environment that prioritises the physical and mental wellbeing of all employees, ensuring they are able to perform at their best and contribute positively to pupil outcomes.



Professional Development

Our Aim: To cultivate a culture of continuous professional development that empowers all staff to excel in their roles, enhancing both teaching and leadership capabilities.



Diversity, Equity, Inclusion & Engagement

Our Aim: The Trust is committed to fostering an inclusive, equitable and engaging work environment where diversity is valued and all employees feel respected and empowered to contribute to the success of the Trust.

04.

NET Academies Trust

Where Your Career and Wellbeing Come First!

At NET Academies we believe our people are our greatest strength. That's why we offer an exceptional package of financial rewards, wellbeing support, and professional development – all designed to help you thrive, both in and out of the classroom.

Financial Benefits That Make a Difference

- Competitive pay that matches schools across Essex and beyond
 - Government-backed pension schemes with generous employer contributions
 - Excellent sick pay provisions to support you during times of illness
 - Affordable, tasty lunches with staff discounts every day
 - Free Will Writing Service for you and your partner – expert support to protect your family's future
 - Subsidised staff housing – reduced rent available in Trust-owned properties *
- * subject to availability

Career Growth and Professional Development

- Apprenticeships – opportunity to study for a range of qualifications from Level 3 Teaching Assistant to Level 7 Senior Leader courses through the government's apprenticeship scheme
- Continuing Professional Development – ongoing CPD sessions in each school for staff to improve their knowledge and practice in their role
- Collaboration and opportunities to network and share ideas with other Trust staff
- Planning and subject leader support from experienced staff e.g. Curriculum Director
- Opportunities for promotion and alternative workplaces at other Trust schools
- A central, shared service support team
- Teacher training opportunities for support staff with FIPC (Forest Independent Collegiate)
- Annual Trust conference with guest motivational speaker
- External coaching opportunities for senior leaders

Whether you're just starting out or looking to take the next step in your career, NET Academies Trust is the place where you'll be supported, inspired, and empowered.

Apply today and become part of a Trust that invests in YOU.



A Culture of Wellbeing

- Flexible and part-time work opportunities available
- Access to Telus Health – your complete wellbeing solution
 - Mental, physical, financial, and social wellbeing support
 - 24/7 Employee Assistance Programme (EAP) with professional counsellors
 - Motivational tools to help you feel your best
 - Exclusive discounts – save on shopping, travel, fitness, family days out & more
 - 230+ staff-only offers from top brands

05.

About the Role

Vacancy: Headteacher

Salary: L17 - L23

Start date: September 2026

Apply by: Wednesday 8 April - midday

Interviews: Week beginning 13 April

Harlowbury Primary Academy are seeking to appoint an ambitious and dedicated Headteacher to join our team at an exciting and transformational time in our journey.

This is a unique opportunity for a strong and visionary leader to play a pivotal strategic role in shaping the future of the school and contributing to the wider work of NET Academies Trust. As Harlowbury prepares to move into its brand new school building on Gilden Way, the school will grow from a one form entry to a two form entry provision, marking a significant and exciting new chapter for our community.

The successful candidate will work closely with Trust and school leaders, contributing to and influencing policy and practice across the NET family of schools, while leading Harlowbury through this period of growth and development.

We are seeking an inspirational leader who can demonstrate:

- A proven track record of raising standards of teaching and learning, leading to improved achievement and attainment
- Substantial and current experience as a senior leader or head within a primary setting
- A strong affinity with NET's values and a clear vision for promoting educational excellence for all
- Effectiveness in building positive relationships with pupils, staff, parents, governors and the wider local community
- A proven record of leading and managing people successfully, fostering a collaborative and high-performing culture
- The ambition and commitment to lead Harlowbury Primary Academy through its next stage of development
- A clear vision focused on raising achievement through rich, engaging and inclusive teaching and learning experiences
- The drive to maintain and enhance the school's existing strengths, bringing energy, ambition and a commitment to continual improvement
- The ability to be forward-thinking and adaptable within an evolving educational landscape
- A genuine passion for ensuring every child reaches their full potential within a happy, secure and stimulating environment

This is an exceptional opportunity to lead a growing school community at a moment of real opportunity and change. If you are an ambitious leader with a clear strategic vision, committed to raising standards and contributing to the ongoing development of our Trust, we would be delighted to hear from you.

Applicants must be highly effective in their current role and demonstrate excellent communication and interpersonal skills.

Job Description

A full job description can be found [here](#)



06.

How to Apply

To apply for the position, please submit your application online using the link provided below.

[Apply Now](#)



recruitment@trust.netacademies.net



01279 421 567



www.netacademies.net



NET Academies Trust

Latton Green Primary Academy
Riddings Lane, Harlow
Essex CM18 7HT

Safeguarding Commitment

Our Trust is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful applicant will be subject to:

- Enhanced DBS check
- Barred List check
- Satisfactory references
- Online searches in line with safer recruitment guidance
- Social Media checks

