



LEARNING
ACADEMIES TRUST

EXECUTIVE HEADTEACHER RECRUITMENT PACK

HYDE PARK SCHOOLS

BELIEVE YOU CAN, TOGETHER WE WILL

 www.learningat.uk  01752 914160  hr@learningat.uk

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

Together we will... work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

Aspiration Excellence Collaboration Inclusivity Kindness Respect



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values— **Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

Mrs Ciara Moran

About Hyde Park Schools

Location: Hyde Park Road, Mutley, Plymouth, PL3 4RH

Approximate number of students: Infants 210 & Juniors 350

Approximate number of staff: 60



Executive Headteacher Hyde Park Schools

Thank you for your interest in the Executive Headteacher opportunity at Hyde Park Infants' and Hyde Park Junior Schools.

This is a unique and exciting leadership role, overseeing two thriving schools that share one site, one building and one common purpose: providing an exceptional educational experience for every child. The close partnership between the Infant and Junior Schools creates a seamless journey for pupils from their earliest days in education through to the end of Key Stage 2, supported by dedicated staff, engaged families and a strong sense of community.

At Hyde Park, children are encouraged to strive for excellence, develop a love of learning and grow into confident, caring and successful young people. Both schools share a commitment to high expectations, inclusion and nurturing every child's potential, ensuring pupils feel safe, valued and inspired to achieve.

We are looking for an exceptional leader who will build on the many strengths of both schools, champion collaboration across the whole community and continue to develop the shared vision that makes Hyde Park such a special place to learn and work.

I encourage you to visit the schools and experience first-hand the warmth, ambition and strong relationships that define the Hyde Park community. We look forward to welcoming applicants who share our commitment to ensuring every child flourishes and succeeds.

Ciara Moran, Interim Chief Executive Officer Learning Academies Trust

Executive Headteacher Job Description

Terms of contract	Permanent
Grade	Leadership Scale 18 - 24
Salary FTE	£78,702 – £90,255
Closing date	9am Friday 11 th September 2026
Proposed interview date	Thursday 17 th September & Friday 18 th September
Anticipated start date	January 2027

Core Purpose:

The Executive Headteacher is accountable to the CEO and the Board of Directors of the LAT for ensuring the educational success of Hyde Park Schools. The Executive Headteacher will have overall responsibility for all aspects of the internal organisation, professional leadership, and management of the schools. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all, in all areas of the schools work.

The Executive Headteacher will be expected to carry out the professional duties as outlined in the School Teachers Pay & Conditions Document, which will include the line management of the staff. The Headteacher will be supported by, and line managed by, the Trust CEO.

Shaping the Future (Strategic Leadership):

- Working with the CEO and the local governing body and under the guidance of the LAT to develop the shared vision and strategic plan for the school, which is responsive to the Hyde Park community. At the core of this should be the educational and personal development of the pupils and staff across the LAT
- Work with the Board of Directors of the LAT, Governors and staff to define and implement the school's vision and strategic direction so that it is understood and acted upon by all stakeholders
- Create and implement clear strategic plan, underpinned by sound financial planning which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement
- Ensure that the management, finance, organisation and administration of the school supports its vision and aims
- Plan for the future needs and further development of the school within the local and national context
- Ensure raising aspiration, achievement and attainment, is achieved through an inclusive, sustainable and innovative lifelong education environment
- Ensure the school achieve its performance targets
- Promote the school to a range of audiences
- Secure the commitment of parents and the wider community to the vision and direction of the school

- Work with all stakeholders to generate enthusiasm and commitment
- Challenge, motivate and empower others to attain ambitious outcomes

Leading Learning and Teaching:

- Secure and sustain effective teaching and learning throughout the school by monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for improvement. This should include those with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement
- Promote excellence in teaching and learning, ensuring a continuous and consistent school - wide focus on pupils' achievement and development (moral, spiritual, physical and social, as well as academic)
- Ensure that a high-quality educational experience is available for all children and young people
- Agree a plan with the Board of Directors, CEO and local governors to meet agreed targets for the school
- Determine, organise and implement the curriculum and its assessment. Through monitoring and evaluation, identify and act on areas of improvement
- Build a personalised curriculum with individualised learning support where appropriate
- Develop an inclusive and supportive approach so that the school is a place where all young people feel welcome
- Ensure that effective and appropriate pastoral support is available to pupils
- Establish creative, responsive and effective learning in all curriculum areas
- Establish a flourishing enrichment programme
- Ensure the successful creation, implementation and development of extra and cross curricular activities to enrich and broaden student experience
- Create a culture of challenge, support and high expectations
- Use student performance data to guide and inform parents/carers as required

Raising aspiration, achievement and attainment:

- Ensure that the needs and aspirations of each student are met through personalised learning and mentoring
- Ensure that assessment data is used to set challenging targets
- Challenge practice to ensure a stimulating learning environment
- Ensure school-wide priorities are consistently and effectively implemented

Developing Self and Working with Others:

- Treat everyone within each school fairly, equitably and with respect
- Develop a culture of personal responsibility that recognises excellence and supports appropriate strategies to deal with under performance
- Ensure a high standard of professional development for all staff and for self
- Work with all staff to build effective teams
- Sustain their own motivation and that of other staff

- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academies
- Develop the capacity, through coaching and other appropriate means, of the educational leadership and management, particularly the SLT
- Consider the extent to which the Headteacher's duties may be delegated to any deputy / assistant heads
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation.

Leading the Organisation:

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the school
- Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style
- Establish collaborative and open relationships with all stakeholders
- Attend all LGB meetings
- Critically evaluate the school's performance
- Communicate openly with the Chairs of the LGBs and the CEO regularly
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively
- Ensure structures are in place to deliver pupil progression, attainment and achievement
- Operate a suitable recruitment and retention policy for all staff
- Implement a firm and fair performance management framework for all staff
- Ensure the Trust's environment is of a high standard and reflects the aspirations of the community
- Ensure effective use of financial, technological and other resources

Managing the Organisation:

- Advise the Trust on the formulation of the annual budgets in order that the school secures its objectives
- Work with the Trust's Board, local governors and senior colleagues to recruit and retain staff of the highest quality
- Work with the Trust's Board, local governors and senior colleagues to deploy all staff effectively in order to improve the quality of education provided
- Ensure effective planning, management and monitoring of the curriculum is taking place across the school within the agreed budget, setting appropriate priorities for expenditure allocating funds and ensuring effective administration and control
- Ensure the regular monitoring of the budgets for the Trust and the oversight of the use of resources

- Responsibility for the collection of data and making returns of all statutory requirements to the Department for Education
- Ensure that the allocation and use of accommodation within the school provides a positive learning environment that promotes the highest achievement for all
- Monitor and evaluate overall provision within the school for value for money
- Support the Work with the Trust's Board in securing adequate resources for the school
- Work with the LATs finance staff / CFO to help to plan and manage the Trust's financial resources and maximise the level of external funding that is attracted to support the Trust's development

Securing Accountability:

- Ensure all staff have clearly defined responsibilities and accountabilities
- Establish strong middle leadership roles within a distributed leadership structure
- Secure robust school self evaluation and quality assurance procedures
- Establish mechanisms for reporting to all key stakeholders at agreed intervals

Supporting the work of the LAT:

- Developing and maintaining the schools' mission and vision and the LAT's vision, mission and values; uphold the ethos of the LAT schools so that it is intrinsic and permeates all aspects of the schools' life and curriculum
- Creating a strong partnership with the local community and other schools within and beyond Plymouth
- Develop strong, positive relationships with colleagues in the LAT, contribute to collaborative work across sponsored academies and support other staff in participating in LAT work
- Participate in LAT and sector-wide activities including PTSA's work, in order to share best practice, contribute to the development of LAT strategies and policies and promote the schools and the LAT in a local and national context
- Provide advisory support to other staff and schools within the LAT as required

Leading in the Community through Collaboration:

- Strengthen the schools' positive image in the wider community
- Develop the school's extended school provision
- Actively support the diversity of the school's communities and students

Person Specification

Job Title	Executive Headteacher
Location	Hyde Park Primary School
Salary	Leadership 18 - 24

Knowledge/ Qualifications and Experience	Essential	Desirable
Graduate with Qualified Teacher Status	*	
Achieved NPQH or recent Headship experience	*	
Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, inspection findings and statutory requirements	*	
Have a thorough understanding of curriculum development	*	
Experience of senior management at headteacher or deputy headteacher level	*	
Proven experience of developing good working relationships with all stakeholders	*	
A proven track record of successful leadership and delivery of learning	*	
Evidence of collaborative and inspirational leadership skills	*	
Experience in the analysis of performance data for the purposes of target setting and evaluation	*	
Experience of monitoring and improving the quality of teaching and learning	*	
Experience of working as an Ofsted Inspector, LLE, in a School Improvement capacity or having a recent successful Ofsted experience		*
Skills and Abilities		
Proven ability to develop, communicate and successfully implement strategies	*	
Proven ability to generate and deliver collective vision and shared purpose	*	
Proven ability to create, build and retain effective staffing structures	*	
Sufficient numeracy skills to interpret statistical data, and manage budgets	*	
An understanding of and competent use of ICT to aid and promote the quality of teaching, learning and administration	*	
Excellent organisational skills	*	
Well-developed interpersonal and communication skills	*	
Proven ability to monitor and evaluate the work of others; to offer support and intervention where necessary	*	
Proven ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance	*	
Proven ability to lead an organisation successfully through a period of change	*	
Work-related personal qualities		
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards	*	
Demonstrate personal and professional integrity, including modelling values and vision	*	
Commitment to support the aims of the LAT	*	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership
- High quality CPD and bespoke on-going professional development
- Additional cross MAT leadership opportunities
- Peer mentoring
- Professional coaching

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.