



THE CONSORTIUM
ACADEMY TRUST



**Appointment of
Headteacher**

Penshurst Primary
School

**SHAPING
POSITIVE
FUTURES**



“I’m really excited about making new friends at secondary school and learning different types of subjects.”

“We have had mock interview days and many events to prepare us for our future. We took part in ‘all about me’ days to develop our personalities.”



“I love my teachers because of their enthusiasm and how they’ve prepared me for the future. I plan to study astrophysics in the future.”



“I have loved the connections I have made with visitors to the school and the chance I’ve had to learn about different careers.”

“I have loved the opportunities given to me by my teachers, especially in music. The school has enabled me to perform to the public in many competitions.”



Supporting children and young people
to achieve their ambitions...



Executive Summary

The Consortium Academy Trust ('the Trust') is seeking to appoint a Headteacher at Penshurst Primary School, who will take up the post as soon as possible.

The postholder will have strategic responsibility for the leadership and management of teaching and learning and to ensure all learners have access to outstanding learning experiences.

This candidate pack sets out the role description and person specification. It also provides background information regarding the Trust.

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Welcome from our CEO



Thank you for your interest in the position of Headteacher at Penshurst Primary School.

Here at The Consortium Academy Trust, we are ambitious about the future - creating learning environments and excellence in teaching and learning that provide our children and young people with the best chance at a successful future. Coupled with this is the commitment, care and investment in our people who we believe are our greatest asset.

Our vision is Shaping Positive Futures as we strongly believe our sole purpose is supporting children and young people to achieve their ambitions. This vision gives us a shared sense of purpose and direction and is something we are all proud to be a part of.

Across our community of nine schools our people are doing remarkable things by being fully engaged in work that transforms lives, supporting children and young people to grow in confidence and develop into citizens we are proud of.

Our community of leaders, teachers and support staff work collaboratively to tackle some of society's most critical challenges.



Our vision is Shaping Positive Futures as we strongly believe our sole purpose is supporting children and young people to achieve their ambitions. ”



Our values – **aspiration, respect, integrity and responsibility** – harness our belief that it is not just what we do, but how we do it that makes a difference. These values reflect who we are and how we work to create a culture for success, as we continue to evolve to ensure that we meet the needs of our children and young people, colleagues and partners both now and in the future.

With a strong focus on performance and delivering high standards in all that we do, we are looking for inspirational leaders who want to make a difference to drive forward our ambitions – leaders who will work collaboratively with colleagues, children and young people and partners to ensure each child and young person is able to excel and achieve their ambitions.

This is a great time to join the Trust as we progress at pace in our next stage of development.

We very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role.

Lizann Lawson

Please do not hesitate to let us know if you require more information.





Welcome to **Penshurst**

Penshurst Primary School is part of The Hessle Academy, a through-school educating over 1800 learners aged 3-19.

At Penshurst, we provide a warm and friendly environment where children are nurtured and supported to take their first steps on a journey of development and success. Our dedicated staff and leaders are committed to ensuring that children enjoy their learning and have developed a curriculum that instils curiosity and wonder in the world we live in. This broad and balanced curriculum creates a range of memorable experiences and opportunities for the children in our care. We develop children's character through our school values, British values, key themes, global development and most importantly through a passion for reading. Rich and varied texts drive our curriculum inspiring a thirst for knowledge, a love of language and an opportunity to visit the unknown.

At Penshurst, our values — **Work Hard, Be Kind, Dream Big** — lie at the heart of everything we do. They shape the way we learn, the way we treat one another, and the way we aspire for the future. The children are at the centre of every decision we make, and we are proud to provide an environment where they feel safe, happy, and inspired to achieve their very best. We have high aspirations for every child. We believe that with the right encouragement, challenge, and support, every pupil can flourish both academically and personally. Our broad and engaging curriculum provides rich opportunities for children to explore

their interests, develop their talents, and gain the knowledge and skills they need to succeed in life.

In our most recent Ofsted inspection in April 2024, inspectors judged the school good in all areas. They recognised that 'learning to read, reading to learn and reading for pleasure' are common golden threads in school, along with a 'can-do' attitude. While academic achievement is important to us, we also place great value on personal development and well-being. We want our pupils to develop confidence, resilience, and a positive attitude towards learning and life. Through our school values, we encourage them to show kindness, work hard towards their goals, and to dream big about what they can achieve. Our experienced and dedicated staff share a deep commitment to helping every child thrive. They work tirelessly to create a nurturing, inclusive, and stimulating environment where all children are supported to reach their full potential. A wide variety of extracurricular activities, as part of our commitment to a sustainable future for all, means that children have the opportunity to take part in a range of initiatives including Eco Club, Forest School and Gardening Club. We are incredibly proud of our school community — a place where children love to learn, staff love to teach, and everyone is encouraged to shine.

This is a great time to join our school and we look forward to receiving your application.

Our **Vision:**

SHAPING POSITIVE FUTURES

Our **Mission:**

We put our children and young people first. We have a supportive, yet challenging environment to allow everyone in our Trust community to:

- Flourish and believe that they have every chance of success.
- Work together so that they can achieve more than can be done individually.
- Work within a supportive culture where taking appropriate risk is seen as a strength.
- Be proud of themselves, their peers, our schools, and our local communities.

Our Values:

ASPIRATION

RESPECT

INTEGRITY

RESPONSIBILITY

Aspiration

We are ambitious - we aim high for ourselves and for others and we believe that we can make a real difference.

Respect

We respect ourselves and each other. We respect our diverse environment and community.

Integrity

We are honest with ourselves and each other. We do things for the right reasons.

Responsibility

We take responsibility for everything we do and see mistakes as an opportunity to improve and to get things right next time.

Our vision, mission and values are realised through:

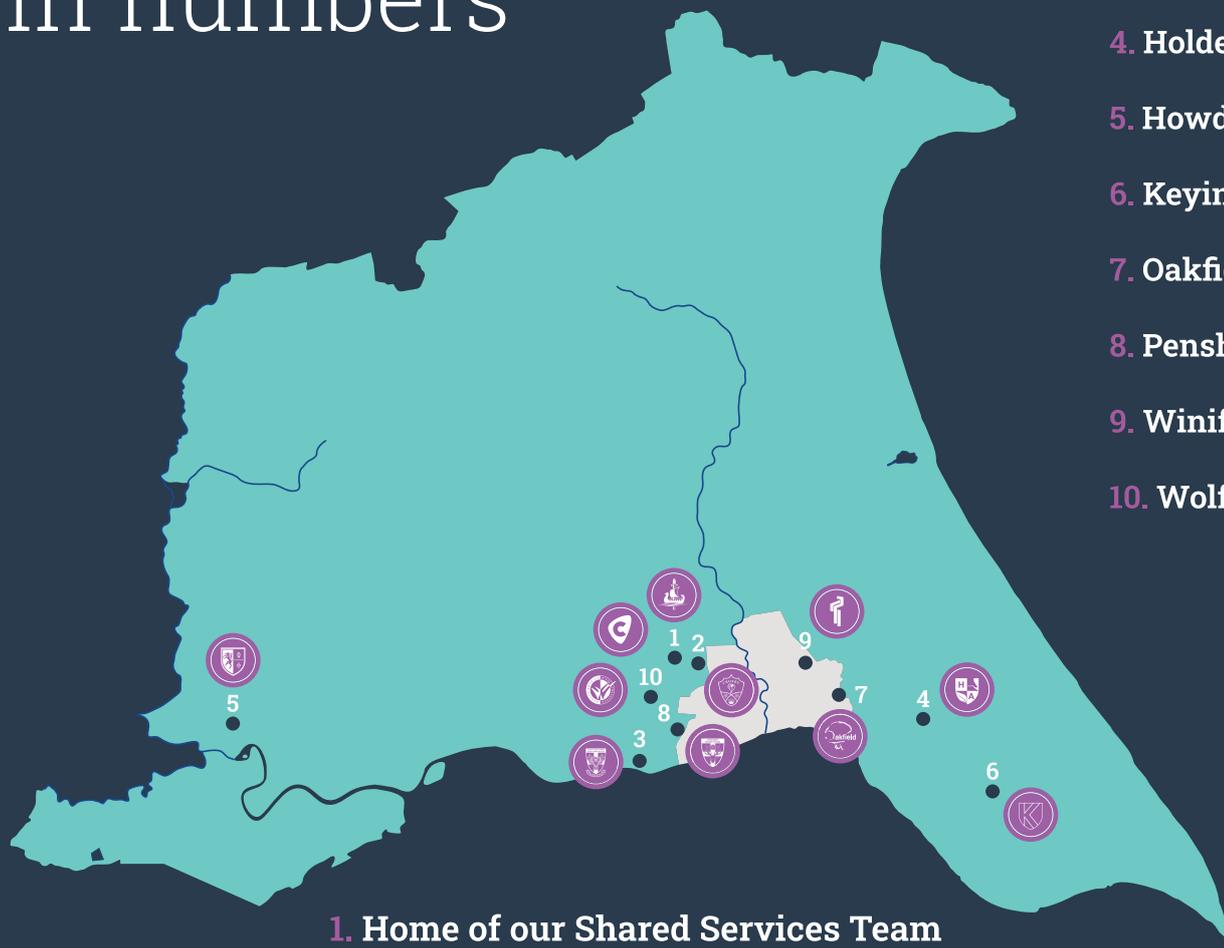
Our Strategic Priorities:



Our Trust

in numbers

1. Cottingham
2. Croxby
3. Hessle
4. Holderness
5. Howden
6. Keyingham
7. Oakfield
8. Penshurst
9. Winifred Holtby
10. Wolfreton



10  Schools

6 Enhanced Resource Provisions

Where do our learners live?

7680

Children and young people aged 3 to 19

50%

East Riding

40%

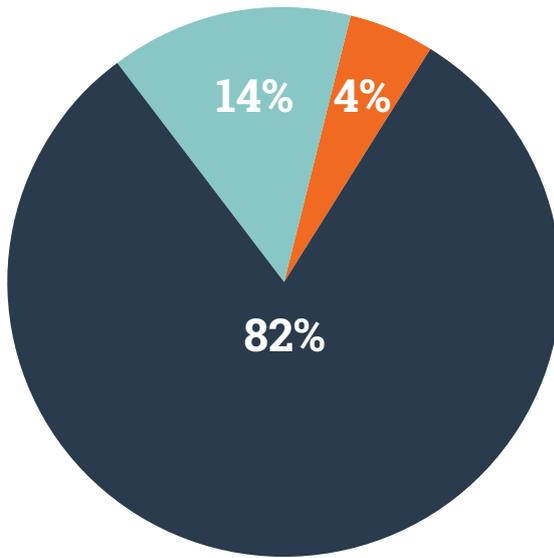
Hull

10%

Neighbouring counties

A whole Trust team of **over 8900**, encompassing:

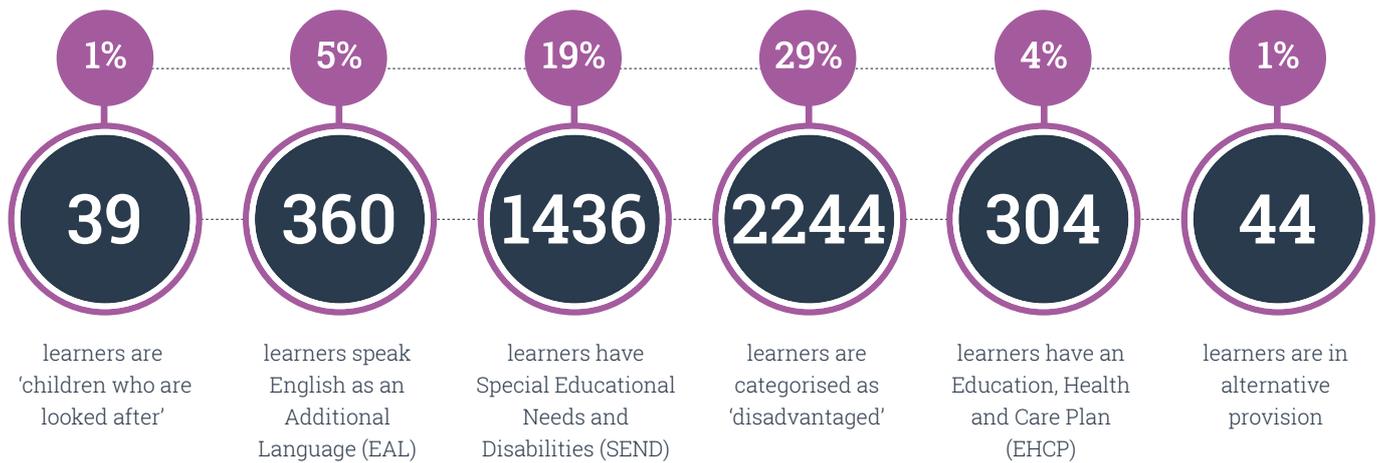

7680
 learners of which:
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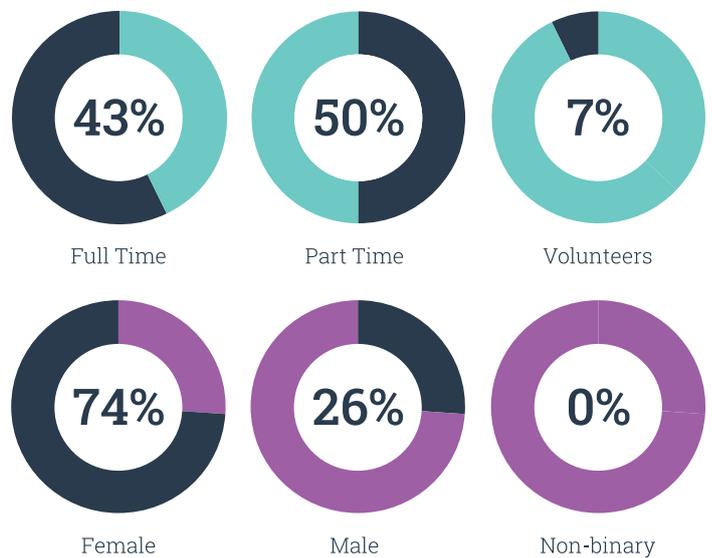
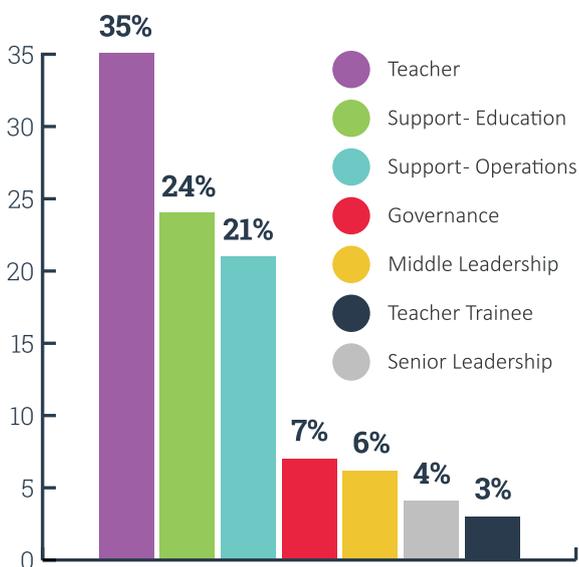
6301
 Secondary

1058
 Nursery/Primary

321
 Sixth Form



Over 1000 Staff & Volunteers



About Our Schools



Cottingham High School

Cottingham High School places significant importance on creating a caring and supportive environment for all learners where every child really does matter. There are 844 learners on roll with most living locally. With high standards of academic attainment, uniform and behaviour, leaders, teachers and support staff strive for excellence in all that they do. The school's community ethos is driven by a desire to ensure that every member of the school community can Believe, Achieve and Succeed. The school has a strong reputation for providing excellent pastoral care and guidance, and prides itself on adding value to the lives of learners, ensuring excellent destinations for all.



Croxby Primary School

Croxby Primary School is a thriving primary school based in Cottingham. Learners at Croxby are kind, work hard and take pride in everything they do, and this is fostered by the positive relationships between members of the entire school community. In September 2023, Croxby opened its doors to a 25-place nursery, and it has specialist provision for learners with Social, Emotional, and Mental Health (SEMH) needs. The school is fully inclusive, and staff are committed to helping them have the best possible start in life by providing rich learning opportunities directed by their needs and interests.



The Hessle Academy

(Hessle High School and Penshurst Primary School)

The Hessle Academy is a through-school educating over 1800 learners aged 3-19. Learners successfully transition across the key phases. This is due to a well-planned personal development programme that instils excellent behaviours and attitudes to learning; and an ambitious curriculum that builds from one phase to the next resulting in learners securing their knowledge and skills. The school's values of respect, resilience, aspiration, responsibility, integrity and kindness are embedded into all aspects of school life. The school prides itself on fostering positive relationships with the local community to benefit all of its learners. This ambition for all and a sharp focus on careers and next steps results in learners progressing to positive destinations.



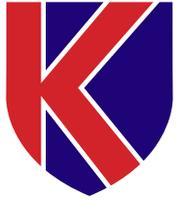
Holderness Academy

Holderness Academy is located in Preston with almost all 1023 learners living within a 12-mile radius from the school. Developing the Holderness Learner to be aspirational, resilient, respectful and kind is at the core of the academy's work. Excellent links with businesses and other stakeholders supports learners to explore future careers and ambitions. Inclusion is at the heart of the academy and learners with Autistic Spectrum Disorder (ASD) benefit from excellent specialist support; and learners that need an adapted curriculum are successful on well-planned alternative pathways. Ambition for all learners is driven through a shared vision of inspiring and empowering young people to make a positive difference today; ready for tomorrow.



Howden School

Howden School is a small secondary school, located in the heart of its community, serving nearly 660 learners aged 11-16. The school's values of aspiration, courtesy and excellence inform every part of school life. The school actively works with Howden Juniors, its main feeder primary, to ensure the curriculum remains ambitious and builds on learners' prior learning. Howden's adaptive and inclusive curriculum ensures all learners have access to a high-quality education. Supporting this further is the specialist provision for learners with Autistic Spectrum Disorder (ASD) and 'The Bridge' which is a support model to help learners stay on track.



Keyingham Primary School

Keyingham Primary School, with just over 200 learners, is a school proud of its roots in the local community. The school's values of curiosity, courage and kindness are reflected in behaviours, learning and the curriculum. The curriculum has a strong focus on experiential learning with a wonderfully embedded Forest School curriculum and an ambitious curriculum which is based on the principles of 'learn more and see more so that they can be more!'. At the heart of the school is an excellent specialist provision for learners with social and communication difficulties.



Oakfield School

Oakfield is a co-educational school for both day and residential learners aged 11-16 years who have Social, Emotional, and Mental Health (SEMH) needs. The school accommodates a maximum of 130 learners with Residential Provision for up to 34 learners. Oakfield aims to provide its learners with a unique and enriching experience to prepare them for the next stage of their academic learning journey.



Winifred Holtby Academy

Winifred Holtby Academy is a beacon of inclusion with a clear vision to 'Unlock potential through care and ambition for all'. 44% of learners categorised as 'disadvantaged' are supported well to access a carefully crafted and ambitious curriculum. The academy has excellent models of alternative curriculum and well-established Key Stage 3 and Key Stage 4 'Hubs' for learners with SEND. The academy is committed to bring out the best in everyone by providing a learning culture that enables every learner to achieve well, be successful and be ready to take on the next stage in their life. Having a strong community ethos, close relationships with businesses and other stakeholders, has created a shared responsibility to do this.



Wolfreton School and Sixth Form College

Wolfreton School and Sixth Form College is a large school based in Willerby serving almost 1500 learners aged 11-19. The school's values of excellence, endeavour and respect are embedded in all aspects of school life. The school has a broad curriculum, giving learners the opportunity to learn the subjects they love. The school is well known for its excellent sporting facilities with learners achieving success in various competitive sports including rugby, football, badminton and netball. Teaching and learning fosters challenge by encompassing the methods of 'teaching to the top' and use of the 'big question' with excellent support for learners to be successful. An excellent careers programme and high ambition for all results in learners progressing to excellent destinations.



The Consortium Sixth Form College

The Consortium Sixth Form College, with over 390 learners, works together across two campuses at Hessele and Wolfreton to provide a vibrant and successful community, supporting learners to achieve their ambitions. There is a broad range of A Level subjects for learners to choose from with options to take vocational pathways in some subjects. Through excellent pastoral support, small class sizes and dedicated space for social and independent learning activities, learners experience a personal approach to their experience. All learners secure excellent destinations with over 90% of those going to university securing their first choice.



Working and learning at the Trust



Mental health and well-being is massively valued by the Trust. Making people feel wanted, valued, engaged and cared for.” - Teacher



Our Trust community is rich in knowledge. The diverse, inclusive and aspirant nature of it fosters a desire to learn and develop.



In considering whether you wish to be part of our community, it is important you hear from our colleagues.



I do what I do because I believe children deserve the best start in life and I think education is such a powerful tool.

- EYFS Lead



Within the Trust, we have access to very readily available and high-quality support services. We can, and do, just pick up the phone and get the help we need there and then.

- Headteacher

The Trust to me is a really positive place to work. You're with like-minded people, the culture is a positive one and it's a forward thinking one.

- School Improvement Lead



Watch
our
video...

Listen to our colleagues talk about what it means to be part of our Trust [HERE](#)

Headteacher

Penshurst Primary School

We know from experience that things change throughout the lifetime of a role and so this job description is not a list of everything you will do – this gives our people the chance to play to their strengths.

How you will make an impact:

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart in to their work. We have some core values that run through everything we do, and we'd love it if they resonate with you too.

About the role (within the primary phase):

- Have strategic responsibility for the leadership and management of teaching and learning and to ensure all learners have access to outstanding learning experiences.
- In partnership with the Executive Director of Education, have strategic responsibility for the leadership and management of teaching and learning and to ensure all learners have access to outstanding learning experiences.
- Act as an ambassador and advocate for the Trust inspiring and empowering others, whilst maintaining a high standard of personal integrity and professional conduct.
- Establish and develop a learning environment which promotes high quality teaching, effective learning, high standards of achievement, behaviour and discipline.
- Work with the school leadership team to use a range of school performance data and impact measures to identify improvement priorities and formulate action plans.
- Implement the Trust's quality assurance framework to support improvements.
- Implement the Trust's common approach to the observation of teaching and learning, including the guiding principles to carrying out learning walks.
- In partnership with the Executive Director of Education, determine, organise and implement a balanced and broad curriculum that offers opportunity for all learners to be successful and engaged in success.
- Ensure curriculum models are appropriate, affordable and effective in each key stage; school performance issues are identified and analysed, and solutions are prioritised and costed effectively to secure sustainable improvements.
- Promote a culture that is inclusive and encourages every learner to become self-confident and show respect for others.
- As a member of the Trust's Wider Leadership Team, work collaboratively to develop and deliver the strategic vision for the School and the Trust, ensuring that it is clearly articulated, shared, understood, and acted on effectively by all.
- In partnership with the Executive Director of Education, produce and implement the school self-evaluation and strategic development plan, setting appropriate, challenging and measurable targets and performance indicators.
- Work with the Trust's Director of Finance, Finance Business Partners and in partnership with the Executive Director of Education to ensure effective financial systems are in place for the safe and responsible management and monitoring of the school budget; maximising resources, income generation planning and secure value for money in all operations for a sustainable future.
- Work with the Trust's Director of People Services, HR Business Partners and in partnership with the Executive Director of Education, to ensure staff are aware of and comply with Policies and procedures.

- Lead on developing partnerships and strong relationships with the local community, education, businesses, other partners and wider organisations to enhance educational provision and optimise opportunities for all learners.
- Maintain and develop an effective partnership with parents and carers, ensuring they are well informed and engaged in their child's learning experience and progress.
- Ensure that communication between the school and the community is effective and appropriate and has a positive impact on learners' achievement and the reputation of the school.
- In partnership with the Executive Director of Education, recruit, retain and employ high quality staff appropriately and manage their workload to achieve the vision and goals of the school and of the Trust.
- Actively promote the school's commitment to safeguarding and the welfare of children and young people.
- Ensure safeguarding policies are robust and are consistently followed.
- Show compliance with and maintain awareness of the Trust's policies relating to equality and diversity.
- Ensure accountability through line management and the staff performance management cycle.
- Ensure the safety and wellbeing of learners and staff. This includes managing health and safety risks, implementing policies, and providing support systems for learners and staff.

About the role (within the through school):

- Unified Vision: In partnership with the Trust CEO, establish and communicate a clear, consistent vision that integrates both primary and secondary phases.
- Curriculum Alignment: In partnership with the Executive Director of Education, oversee a coherent curriculum that builds on prior learning and prepares pupils for future stages.
- Transition: Facilitate smooth transitions between primary and secondary, particularly at key transition points (e.g., Year 6 to Year 7).
- Line manage the operation management/shared staff in consultation with the secondary Headteacher.
- Shared Resource and Staffing Allocation: In partnership with the Trust executive team, ensure that resources are distributed fairly and effectively to support both primary and secondary needs.

Key accountabilities:

- Ensure rigorous and robust self-assessment and evaluation across the school, which informs clear, evidence-based action planning to address issues and recognises strength to inform sharing of best practise.
- Ensure that the policies and procedures relating to safeguarding and safer recruitment are implemented fully and followed by all staff and are rigorously checked.
- Provide information for the CEO, Trust Board and the Local Governing Body to ensure they are well informed and can robustly evaluate the school's performance.
- Implement the Trust's performance management protocols to ensure all staff are accountable to deliver excellence.
- Ensure that the school is prepared, and colleagues trained and understand the requirements of the current OFSTED frame work.
- Ensure academic outcomes are of the highest standard.

As a member of the Trust:

- Role model appropriate behaviours within a professional environment including conduct, communication, and personal appearance.
- Role model high levels of literacy and numeracy including modelling appropriate language.
- Aspire to develop own professional skills and qualifications.
- Use all forms of social media appropriately.
- Contribute to systems of evaluation and performance of the organisation positively.

The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.

Person Specification

About you:

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

Qualifications:

Essential

- Qualified Teacher Status (QTS)
- Educated to degree level

Desirable

- National Professional Qualification for Headship (NPQH)
- Master's Degree

Experience, Knowledge and Skills

- Significant and successful senior leadership experience.
- Experience and understanding of management of human and financial resources at senior level.
- Demonstrable track record of success in leading change and school improvement at primary level.
- Experience of managing, developing and motivating staff.
- Experience of effective monitoring of school performance.
- Demonstrable success in raising standards and meeting challenging targets.
- Experience of effective performance management of staff including the ability to hold staff to account for performance and outcomes.
- Experience of using target setting, data analysis and curriculum innovation to improve outcomes for learners.
- Evidence of working effectively with governors.
- An up-to-date knowledge of school improvement planning and evaluation.
- Ability to provide strategic and creative leadership in order to develop a school vision which has learning and achievement at its core.
- A detailed understanding of current educational issues, including national policies, priorities and legislation.
- A detailed knowledge of quality assurance systems (including school review self-evaluation and staff appraisal).
- An in-depth knowledge of a range of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance.
- 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.
- A methodological or meticulous approach with the ability to prioritise and keep to deadlines within challenging environments; ability to rapidly develop confidence and trust with people throughout the organisation.
- Excellent interpersonal, communication and organisational skills.
- Commitment to involving others and maintaining strong and positive relationships with the whole school community.
- Ability to think strategically, anticipating and responding to stakeholder requirements.
- Ability to grasp complex issues and to show sound judgement.
- Ability to lead and manage difficult situations.
- Strong organisational skills and personal resilience.

Values and Personal Competencies

- Committed to the values and vision of the Trust.
- Committed to equality, diversity and inclusion.
- Resilience and confidence to challenge practices in the best interests of learners.
- Achieving goals through collaboration and influence.

Further **information**



Remuneration

We have high aspirations for our learners and therefore we anticipate an appointment within range **L16 to L22 (£75,049 to £86,803)**, reflecting the skills and experience that you will bring to the role.

Pension

The pension scheme is the Teachers' Pension Scheme.

Continuous Professional Development

The Trust is keen to develop its people and through the annual staff performance and development review, professional development opportunities are explored.

Appointment Process

Please complete the application form found on our website, using the supporting statement to address the criteria in the role information.

Closing date for receipt of applications is 9am on **Monday 13 April 2026**.

The selection process will involve stakeholder panels, presentation and final interview panel. For an informal conversation with the Executive Director of Education, Mr D Waterson, please email **communications@consortiumtrust.co.uk** to arrange this.

Interviews will take place **Wednesday 22 April 2026**. Further details will be sent to shortlisted candidates in due course.

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at The Consortium Academy Trust.

Recruitment Statement

We hope that the details provided here will allow you to make an informed decision to allow you to pursue your application for this position and continue with the recruitment process.



Your life in East Yorkshire

Renowned for its rural and coastal character, making it the ideal place to live if you crave the outdoors, East Yorkshire is a ceremonial county blessed with dramatic coastline and rolling chalk hills.

Although predominantly rural, it's becoming increasingly known as a hotspot for culture. Hull was named as the UK's City of Culture 2017.

East Yorkshire has a strong rural and seaside character. Its coastline has several golden-sand beaches and traditional seaside towns with piers, promenades and fish and chip shops. Towns tend to be small and traditional with period architecture, often with plenty of boutiques, cafés and historical coaching inns. Hull's Old Town also still has its cobbled streets, but redevelopment has filled the rest of the city with new apartment blocks, museums and restaurants.

Beyond the towns is rolling countryside marked by long-distance walking and cycling routes. Locals can also visit the Yorkshire Nature Triangle, the go-to location for spotting wildlife.

Find out more about the region at:
www.marketinghumber.com/region





"I've most enjoyed History and Maths. I like History because I enjoy learning about the past. I like Maths because being able to solve problems is fascinating."



"I'm going to do an engineering apprenticeship at HETA in September and it was the work experience that I did here that contributed to me getting the apprenticeship."

"My best memory was ziplining on the residential at Peat Rigg Outdoor Centre! I also loved taking part in Hairspray, the dance and play we did this year."



"School has helped me with my social skills and confidence, it has also taught me perseverance and to properly put my mind and full effort into what I want to achieve."



"My Sixth Form experience has given me lifelong friends, a secure support system and the chance to develop my own personal interests alongside my studies."



Supporting children and young people
to achieve their ambitions...

SHAPING POSITIVE FUTURES

The Consortium Academy Trust

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Connect with us

