

Headteacher

Elston Hall Primary School

Recruitment Information
for Candidates

June 2026



ELSTON HALL
Primary School



Welcome from our CEO

On behalf of Elston Hall Learning Trust, I am pleased to welcome you and thank you for your interest in the position of Headteacher at Elston Hall Primary School.

Elston Hall is a school to be proud of, and a school to be proud to lead. As one of the largest primary schools in the city, with a diverse mix of pupils, this is a fantastic opportunity for an ambitious Headteacher ready for their next challenge.

What you will find as a Headteacher within our Trust, is meaningful, practical support for your school, your children and the community. Our Trust shares a strong collective responsibility, celebrating successes together and working in partnership to tackle challenges and drive continuous improvement. Our newly appointed Headteacher will be fully supported with Trust wide skills and expertise as well as quality centralised services such as Finance, HR and Governance. Furthermore, you will benefit from a network of caring colleagues, who are not only there to share and champion each other's successes but also support each other in times of challenge.

Moving to a new Headship role is undoubtedly a huge decision. I hope that the information provided in this information pack helps you in your decision to apply, and of course I would strongly encourage any candidates interested to arrange a visit to see our wonderful school in action.

Gavin Hawkins, CEO.



Welcome to Elston Hall Primary School

Elston Hall is a large, vibrant and inclusive primary school serving a diverse community in the north of Wolverhampton.

Elston Hall has a well-established reputation for strong personal development, inclusive practice and a nurturing ethos. Our most recent Ofsted inspection (April 2025) highlighted the school's commitment to pupils' wellbeing, behaviour and early years provision, with high expectations underpinned by positive relationships between staff, pupils and families. Children at Elston Hall are 'Proud to be Elston'! Recently Elston Hall has introduced an informal resource base to provide targeted support to children with high needs.

As the current Headteacher prepares to move to a new challenge within the Trust, this role provides an exciting opportunity for a prospective leader to build on secure foundations while shaping the next phase of the school's journey. There is clear scope to further strengthen consistency, raise outcomes for all groups of learners, and continue to develop high-quality teaching and learning across the school.



Elston Hall Headlines

Pupils on roll (excluding pre-school) Reception to Y6	631
Capacity (excluding Nursey) Reception to Y6	630
Pupils Vacancies	0
% SEND support	18%
% SEND EHCP	3%
% Pupil Premium	37%
% EAL	25%
FSM6 % ranking (compared to all schools national) (GAG statement 2025-26)	Above Average
% Attendance 2025-26 to date	94.7%
% Attendance 2025-26 to date (SEND)	90.1%
% Attendance 2025-26 to date (PP)	92.8%
Persistent absence (missing 10%+) 2025-26 to date	14.2% (79/556 pupils)
Teaching Staff including leadership	37
Classroom Support Staff	27
Non-teaching Support Staff (admin, site, after school & lunchtime)	25



A bit about Elston Hall Learning Trust

EHLT is a group of 5 primary schools and 1 Junior school who work collaboratively to improve outcomes for pupils. Established in 2015, our Trust has evolved steadily with school improvement at the heart of our growth agenda. We are committed to high-quality teaching, inclusive provision, and strong shared leadership across its schools. EHLT is proud to have recently launched our training provision, offering structured training pathways and professional development opportunities for staff and trainee teachers. CPD and professional development are highly valued at our Trust.

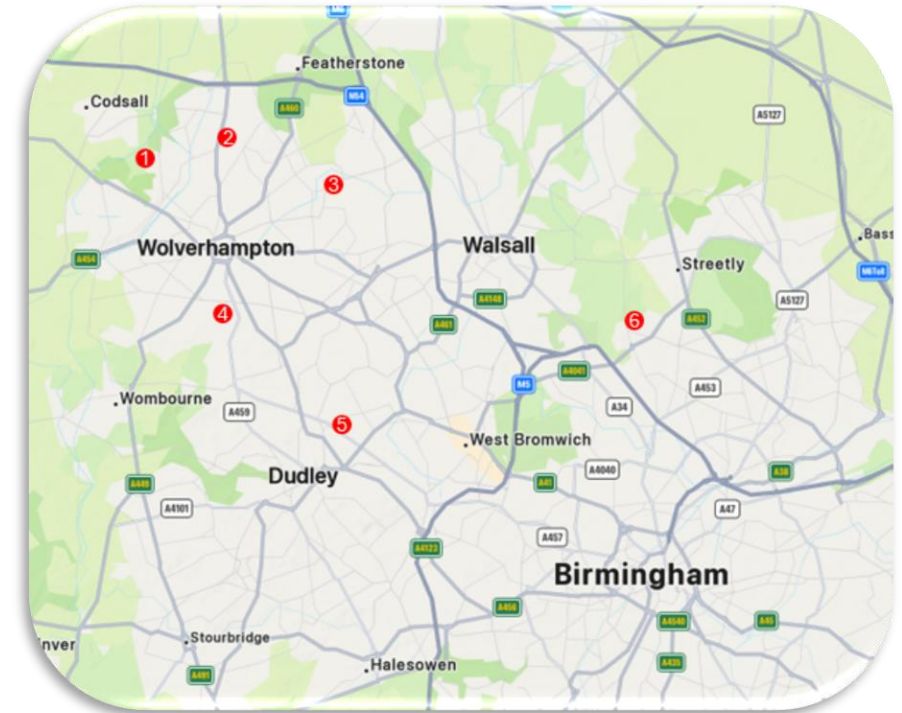
Our Vision – Partnership for Achievement

Elston Hall Learning Trust is underpinned by the moral purpose to change lives for the better. We are committed to maximising the potential for our children, to support and meet their personal needs. We want to encourage our children to be the best they can be and through learning, believe they can achieve anything.

Mission Statement - Supporting Learning Inspiring Achievement

Elston Hall Learning Trust creates learning environments that are built on integrity and support; where children are happy.

Inspiring learning through exceptional teaching is at the heart of our Trust. We settle for nothing less than excellence in our drive for achievement in all areas of learning.



1 – Palmers Cross, 2 – Elston Hall, 3 – Edward the Elder
4 – Goldthorn Park, 5 – Tipton Green, 6 – Pheasey Park Farm

Trust Outcomes



Elston Hall Primary School

Joined Date: October 2015
 December 2015: Outstanding
 April 2025: Outstanding in 2 areas Good in 3 areas

Palmers Cross Primary School

Joined Date: April 2016
 2014 (pre-Trust): Requires Improvement
 February 2019: Good
 July 2024: Good

Edward the Elder Primary School

Joined Date: December 2016
 September 2019: Good
 February 2022: Good

Goldthorn Park Primary School

Joined Date: November 2017
 2016 (pre-Trust): Requires Improvement
 March 2022: Good

Pheasey Park Farm Primary School & Early Years Centre

Joined Date: February 2020
 2016 (pre-Trust): Good
 June 2024 inspection: Good

Tipton Green Junior School

Joined Date: March 2023
 2021 (pre-Trust): Requires Improvement
 April 2026: Expected standard in 5 areas, Strong standard in 1

End of KS2 2025

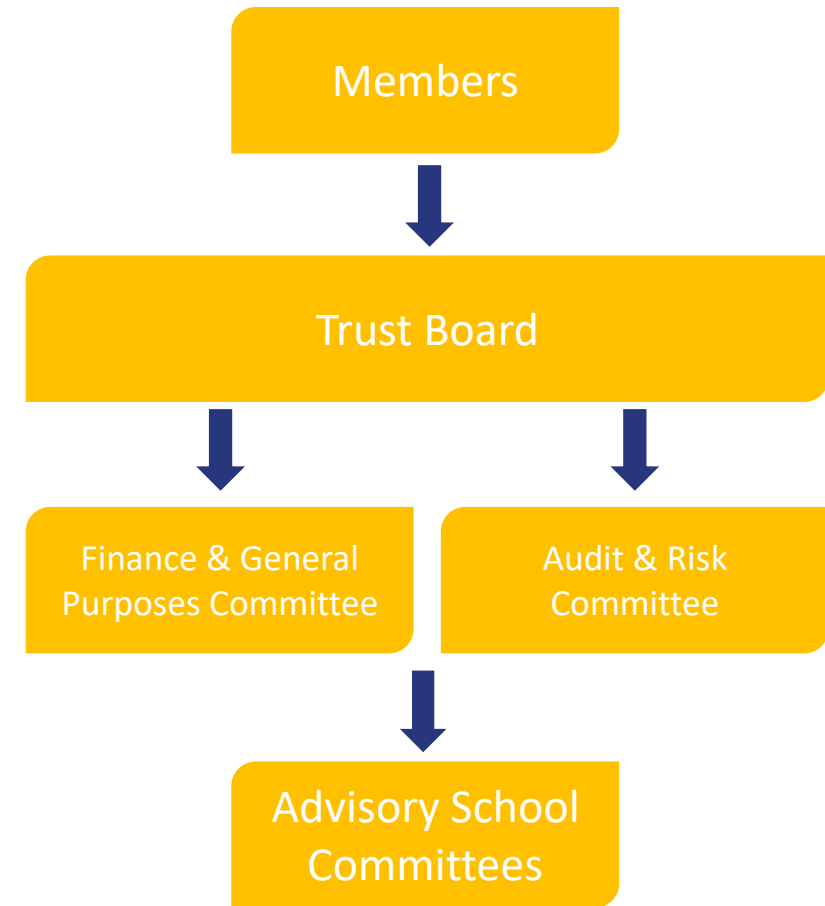
NA	Writing		Reading		SPAG		Maths		combined	
	Exp 72%	GDS 13%	Exp 75%	GDS 29%	EXP 73%	GDS 32%	Exp 74%	GDS 24%	Exp 62%	GDS 8%
Elston Hall	76%	13%	83%	34%	76%	26%	78%	26%	70%	10%
Palmers Cross	63%	21%	70%	24%	73%	45%	76%	24%	63%	21%
Edward the Elder	81%	13%	91%	53%	94%	41%	84%	34%	78%	6%
Goldthorn Park	70%	13%	76%	17%	59%	14%	70%	21%	62%	10%
Pheasey Park Farm	76%	13%	80%	38%	77%	21%	80%	26%	68%	7%
Tipton Green	78%	15%	73%	20%	72%	18%	64%	10%	57%	2%
TRUST	74%	15%	79%	31%	76%	27%	75%	22%	67%	

Trust Governance

The Trust Board are responsible for the strategic operations of the Trust, setting the direction, holding the Chief Executive and Senior Leaders to account and ensuring financial probity. EHLT is fortunate to be supported by an experienced and knowledgeable group of Trustees who care deeply about the Trust and our schools. The Board of Trustees has a Finance & General Purposes Committee and an Audit & Risk Committee.

In September 2025, Elston Hall Learning Trust launched new local governance arrangements, moving away from traditional Local Governing Boards in each school to a new model of Advisory School Committees (ASCs). Headteachers in our Trust report that this change has been positive, describing the model as more focused, purposeful, and supportive of meaningful school improvement conversations.

ASCs support the Trust Board by providing robust challenge and scrutiny at school level. As well as parent, staff and community representation, each school is supported by an external Leader (another Headteacher within the Trust). Meetings take place termly and are held during the school day, enabling evidence-based practice to be integral to discussions. This refreshed model has re-energised local governance, supporting higher-quality dialogue underpinned by clear and relevant evidence, and enabling those involved locally to contribute more effectively.



Working at EHLT



CPD opportunities and staff networks

Our CPD programme is carefully planned to reflect Trust priorities, leadership feedback, and national developments, ensuring training is relevant and impactful. You'll learn from experienced practitioners across our schools and benefit from a strong culture of collaboration, including regular staff network meetings across the Trust to share best practice. We also offer comprehensive support for early career teachers, including ITT and ECF programmes, all delivered in-house by our expert leaders and School Improvement Team.



Coaching & Mentoring

Our coaching and mentoring programme is designed to support every colleague's professional growth in a purposeful and collaborative way. You'll have access to experienced mentors who offer practical guidance, share their expertise, and help you navigate your career pathway with confidence. Our coaching approach encourages you to reflect on your practice, set meaningful goals, and continually develop your skills. You'll also benefit from regular one-to-one support, peer networks, and leadership development opportunities, all within a strong culture of collaboration that helps you achieve your ambitions and deliver the highest standards in your role.



Friendly and supportive teams

You will be joining a genuinely supportive and friendly Trust, where colleagues work collaboratively and take pride in helping one another succeed. Our schools are welcoming environments, built on strong relationships, teamwork, and a shared commitment to ensuring every member of staff feels valued and supported.



Practice and policy supported by Unions

Our Trust works closely with Unions through a JCNC ensuring staff have a voice in shaping HR policies, promoting fairness, transparency, and consistency.



Fair pay and access to pension schemes

We offer competitive, fair pay aligned with national and local frameworks for both teaching and support staff. All employees benefit from access to excellent pension schemes—Teachers' Pension Scheme (TPS) for teaching staff and the Local Government Pension Scheme (LGPS/NJC) for support staff.



A Commitment to wellbeing

Staff wellbeing is central to how the Trust operates, with leaders carefully considering the impact of decisions and promoting an open, supportive culture where you feel able to share your views. We are committed to the DfE Education Staff Wellbeing Charter, reflecting our dedication to protecting and enhancing the wellbeing of all staff. All staff benefit from practical support, including Mental Health First Aiders, and access to an Employee Assistance Programme for you and your family.

Job Title:
Headteacher

Pay Range:
Leadership 17 -
23

Responsible for:
Elston Hall
Primary School

Responsible to:
Chief Executive

Job Description

The Headteacher is responsible for managing the daily operation of the school, the supervision of all pupils and staff, and the school premises.

They provide the day-to-day direction and leadership that represents a consistent and effective model of integrity, excellence, collaboration, and accountability.

The Headteacher will work alongside Executive Leaders who will provide strategic leadership and hold overall accountability for direction, standards achieved and quality.

Have due regard for Professional Responsibilities outlined in STPC Document – Section 46

Professional Duties

- ✓ Promote the Trust's vision, values and ethos to pupils, staff, Trustees and the local committee (Advisory School Committee), parents, and the wider community
- ✓ Create a shared learning culture and positive climate through a distribution of leadership through teams and individuals, working across the school as appropriate
- ✓ Translate the vision into agreed objectives and operational plans for the Trust and across each school
- ✓ Develop a partnership ethos with the other Headteachers within the Trust, which enables collaboration for effective learning
- ✓ Ensure individual staff accountabilities are clearly defined, understood, and communicated
- ✓ Promote compliance at every level with Trust and school policies and procedures
- ✓ Ensure every child has access to high quality teaching and learning, in a safe and stimulating learning environment
- ✓ Create and promote positive strategies for challenging inequality and prejudices
- ✓ Actively promote community cohesion and extended services, working with other parties as appropriate
- ✓ Create and maintain effective relationships with parents to support and improve pupils' achievements and personal development
- ✓ Build a school culture that takes account of the richness and diversity within the school's community
- ✓ Actively, promote the schools as a centre of excellence for education and families in the local community

- ✓ Collaborate with other agencies to ensure pupil and community needs are met
- ✓ Develop effective links with the community to extend the curriculum, enhance teaching and broaden learning opportunities

Leadership & Management

- ✓ Effectively manage and lead the school on a day-to-day basis, being responsible for the overall operation of all school events, day to day human resources issues, and school premises and facilities
- ✓ Work with Executive Leaders to recruit, retain and deploy staff appropriately within school ensuring an effective succession plan is in place. With other Headteachers within the Trust identify development opportunities across the Trust
- ✓ Develop effective relationships and communications with parents and the local community which underpin a professional learning community that enables everyone in the school to achieve
- ✓ Create an inspiring professional environment consistent with the Trust's and each school's values and aspirations
- ✓ Lead on arrangements for Performance management within the Trust's agreed framework
- ✓ Provide effective organisation and management for the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation
- ✓ Work within the Trust's Finance Policy in collaboration with the CEO, jointly manage the schools' financial resources effectively and efficiently to achieve the schools' educational goals and priorities

- ✓ Use and integrate a range of technologies effectively and efficiently help to manage the school
- ✓ Manage and organise accommodation efficiently and effectively to ensure that all school buildings meet the needs of the curriculum and health and safety regulations
- ✓ Develop and oversee all extra-curricular activities to achieve a varied offer for extended provision in the school
- ✓ Review the impact of policies, priorities and targets of the school and evaluate these with the Executive Leaders and Advisory School Committee as appropriate
- ✓ Implement established Trust and school policies and collaboratively review and make recommendations for change to the Executive Leaders
- ✓ Ensure evidence-based improvement plans promote continuous school development linked to the school's Self-Evaluation
- ✓ Keep Executive Leaders fully informed of any critical need, if it affects the smooth operation of the school and the educational experience of the pupils

Teaching & Learning

- ✓ Drive a continuous and consistent school focus on pupils' achievement, using data and benchmarks to monitor progress
- ✓ Establish creative, responsive, and effective approaches to learning and teaching through the leadership of Continual Professional Development
- ✓ Provide leadership to the curriculum planning process, designed, and intended to assure the

- school's ability to provide a sound, relevant, and innovative educational experience for all pupils
- ✓ Monitor, evaluate and review school practice and promote improvement strategies
 - ✓ Effectively and confidently tackle under performance at all levels, through rigorous assessment cycle
 - ✓ Create a culture and ethos of challenge and support where all pupils can achieve and become engaged in their own learning
 - ✓ Implement and lead effect systems for behaviour across school, liaising with staff, parents, SENCO, and behaviour leader – ensuring effective recording and reporting systems to the Executive Leaders and the Advisory School Committee.
 - ✓ Show involvement in the daily life and activities of pupils by personally recognising their achievements and sharing in their successes as well as their problems and concerns
 - ✓ Maintain and further develop an organisation in which all staff recognise that they are accountable for the success of the school
 - ✓ Ensure provision for the intellectual, spiritual, moral, cultural, physical, social, and emotional well-being of pupils.
 - ✓ Lead the school's response to assessment, liaising with senior leaders across the Trust and data management providers to ensure rigorous assessment systems across school
 - ✓ Oversight of SEND and Inclusion systems across school. Working closely with SENCO and Inclusion leader to ensure effective systems, excellent teaching and learning for most vulnerable pupils including Pupil premium
 - ✓ Oversight of the school's response to the systems for tracking, monitoring, and supporting pupil's attendance to ensure they are robust. Report

- attendance data to Advisory School Committee and Executive leaders
- ✓ Oversight of site and facilities working closely with site manager and caretaker to ensure school meets all statutory requirements and provides a safe and welcoming learning environment
 - ✓ Take responsibility for all access arrangements for Statutory testing across school plus timetabling and staffing of test weeks

General

- ✓ Contribute to the aims, vision and ethos of the Trust.
- ✓ Be aware of and adhere to the Trust's and school's policies and procedures in connection with Child Protection and Safeguarding.
- ✓ Be aware of and adhere to the Trust's and school's policies and procedures in connection with Health & Safety to ensure compliance with the Health and Safety at Work Act (1974) in all premises and sites controlled by the schools.
- ✓ To ensure that all responsibilities under the Data Protection Act 2018 for the security, accuracy and significance of personal data held on paper or electronic systems are complied with.
- ✓ Appreciate and support the roles of colleagues and other professionals.
- ✓ Liaise with parents and carers as appropriate, in order to foster closer links with parents and the community.
- ✓ To participate in school activities and meetings as appropriate, setting a good example in terms of dress, punctuality and attendance.

- ✓ To undertake their duties in a way that secures positive action in respect of both equal opportunities and multi-cultural approach.
- ✓ Dress in a professional and appropriate manner, that will further support the school's policy on uniform
- ✓ Participate in further training and professional development as appropriate.
- ✓ The undertaking of such duties which may reasonably be regarded as within the nature of the duties/responsibilities of the post as directed by the Line Manager and subject to any reasonable adjustments under the Disability Discrimination Act.

Person Specification – Headteacher

	Essential	Desirable	Tested by
Experience	<ul style="list-style-type: none"> • Experience of teaching within primary phase • Successful leadership and management experience within the primary phase • Involvement in school Self-evaluation and school improvement 	<ul style="list-style-type: none"> • Previous experience as a Headteacher 	<ul style="list-style-type: none"> • Application Form • Interview • References
Education and Qualifications	<ul style="list-style-type: none"> • Degree or equivalent • Appropriate teaching qualifications including QTS • Willingness to undertake further training to continue professional development 	<ul style="list-style-type: none"> • Evidence of ongoing professional training • National Professional Qualification for Headship (NPQH) • Further relevant Leadership and Management qualification • DSL trained • Safer Recruitment trained 	<ul style="list-style-type: none"> • DfE number • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • A wide range of effective teaching and assessment methods • Understand what contributes to successful learning • Strong behaviour management • Ability to build excellent working relationships • Effective communicator and ability to relate to people at all levels • Data analysis skills and the ability to use data to set targets and identify weaknesses • Understanding of school finances and financial management • Experience of recruiting and managing staff • IT skills relevant to Headship and sound knowledge of the role of IT in teaching and learning across the curriculum • Sound understanding of safeguarding procedures • Knowledge of the SEND Code of Practice and related statutory legislation 	<ul style="list-style-type: none"> • Relevant knowledge of personnel issues and performance management • Knowledge of current innovative practice in primary schools • Clear understanding of assessment changes 	<ul style="list-style-type: none"> • Application form • Interview • References

Person Specification – Headteacher

	Essential	Desirable	Tested by
Motivation and Personality	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (Nolan principles) at all times • Self-motivated • A sense of humour • Expressed focus on quality and school improvement • Ability to communicate a vision and to inspire others • Appreciation of the importance of a ‘team’ philosophy • Able to work effectively with a wide range of fellow professionals, external agencies and others 		<ul style="list-style-type: none"> • Application form • Interview
Educational Values	<ul style="list-style-type: none"> • Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background • Recognition of the importance of a stimulating environment • A commitment to the priorities of our curriculum; outside learning, the global dimension, sustainability and cross curricular connections 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom • Suitability to work with children • Willing to react flexibly to new or unexpected situations 		<ul style="list-style-type: none"> • Interview • Required documentation for Eligibility • DBS and Barred List checks

Visit our School

Visits to Elston Hall are encouraged. To arrange a visit, please contact Dawn Cooper.

Visits will be held:

Wednesday 24th June (afternoon)

Friday 26th June (morning)

Closing Date & Shortlisting

The closing date is 9.00 am on Friday 3 July 2026.

Successful candidates will be notified by the end of the day on Monday 6th July 2026.

Assessment & Interview

Interview and assessments will take place on 9th & 10th July 2026.

Start Date

January 2027

Salary

Leadership 17 -23

£76,772 - £88,951

Contact

Dawn Cooper – HR & Governance Leader

01902 558003

recruitment@ehlt.org.uk

How to apply: <https://www.elstonhallmat.co.uk/careers-at-ehlt>

