



HEADTEACHER **CANDIDATE PACK**

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WELCOME LETTER



Thank you for your interest in the position of Headteacher at Goldington Green Academy.

This is an exciting opportunity to lead a thriving, inclusive and ambitious school community at a pivotal stage in its journey. Goldington Green Academy is a school where children are at the heart of everything we do. We are proud of our warm and nurturing environment, our commitment to high standards, and our dedication to ensuring that every pupil achieves their full potential both academically and personally. Our school journey starts with our youngest children aged two in our popular preschool. Our provision for children with autism also promotes our inclusive ethos.

We are seeking an exceptional leader who will build upon the school's many strengths, inspire our staff and pupils, and continue to drive excellence across all aspects of school life. The successful candidate will be a visionary educational leader with a proven ability to raise achievement, foster a culture of inclusion and wellbeing, and work collaboratively with staff, families, governors and the wider community. They will be evidence informed to build on high quality teaching and learning throughout the school and in all phases.

As part of HEART Academies Trust, Goldington Green Academy benefits from being within a strong and supportive family of schools. The successful candidate will enjoy the full support of the Trust, working alongside experienced school leaders, dedicated central colleagues and a committed Board of Trustees who share a collective ambition to provide the very best educational opportunities for every child. This partnership offers both challenge and support, enabling our Headteacher to focus on delivering exceptional outcomes while contributing to the wider success of the Trust.

Goldington Green Academy is driven by a clear vision: to provide an exceptional education that enables every child to thrive, achieve and make a positive contribution to the world around them. Our values of respect, aspiration, resilience, integrity and kindness are woven throughout the life of the Academy and reflected in the way we learn, work and interact with one another. We believe that every child deserves the opportunity to succeed regardless of their starting point, and we are committed to creating a nurturing and inclusive environment where children are encouraged to be curious, ambitious and confident learners. Our next Headteacher will champion these values and ensure that they continue to guide the strategic direction and daily life of the Academy.

At Goldington Green Academy, we believe that education is about far more than academic success. We are committed to developing confident, resilient and compassionate young people who are equipped with the knowledge, skills and values needed to thrive in an ever-changing world. Our next Headteacher will share this commitment and possess the energy, creativity and determination to lead the school with integrity and ambition.

We look forward to receiving applications from candidates who share our passion for educational excellence and who are excited by the opportunity to make a lasting difference to the lives of our children and their families.

ABOUT OUR SCHOOL



ABOUT GOLDINGTON GREEN ACADEMY

Goldington Green Academy is a welcoming and inclusive primary school within HEART Academies Trust. The academy is committed to providing a high-quality education in an environment where every child is known, valued and encouraged to achieve their full potential. Guided by its motto, **“From the smallest seeds to the tallest trees, always aiming higher** – Give, Grow & Aspire,” the school strives to develop confident, caring and ambitious young people who are prepared for success in education and in life.

A CULTURE OF HIGH ASPIRATION

At the heart of the academy is a belief that every child has the potential to grow, thrive and succeed when nurtured within a safe, supportive and aspirational environment. High expectations underpin all aspects of school life, with children encouraged to achieve their best academically, socially and personally. The academy encourages pupils to enjoy achievement and develop the confidence and skills needed for future success

VALUES THAT SHAPE THE SCHOOL COMMUNITY

Goldington Green Academy's core values of respect, responsibility, tolerance, honesty and cooperation are central to its daily life and culture. These values are embedded throughout the curriculum, assemblies and wider school experiences, helping pupils to develop into responsible, compassionate and respectful members of society. The school also places great importance on celebrating diversity, caring for the environment and making a positive contribution to the wider community.

LEARNING, WELLBEING & PERSONAL DEVELOPMENT

The academy provides a broad and ambitious curriculum alongside strong pastoral care and support. Learning is designed to be engaging, purposeful and enjoyable, encouraging curiosity, independence and a love of learning. Equal emphasis is placed on children's wellbeing, safety and personal development, ensuring that pupils feel secure, supported and motivated to succeed.



WORKING IN PARTNERSHIP

A strong partnership between school and home is a key feature of the academy's approach. Goldington Green Academy works closely with parents and carers to reinforce shared values and create a consistent environment in which children can flourish. Through collaboration with families, staff and the wider community, the academy aims to provide every child with strong foundations for the next stage of their education.



HEART Academies Trust was established in 2017 and is now a family of six academies across Bedford. Our vision is to create a family of academies at the heart of their communities, improving life chances for all through challenge, support and collaboration. Together, our academies share expertise and best practice, while retaining their individual identities and strong links with their local communities.

Our current academies are:

- Bedford Academy
- Cauldwell Primary School
- Goldington Green Academy
- Shackleton Primary School
- Shortstown Primary School
- Wilstead Primary School

OUR SPONSOR - THE HARPUR TRUST

The Harpur Trust is one of the largest charities in the UK but focuses everything they do on the Bedford area. Using legacy of Sir William Harpur, the founder in 1566, their aims are clear and simple.

They are here to inspire and support people in the Borough of Bedford to improve their lives by:

- Providing and promoting education
- Offering help and relief to anyone who is sick, in need, hardship or distress
- Providing recreational facilities with social welfare purpose

They have a proven track record in education through their ownership, management and support of the four Harpur Trust private schools in Bedford (Bedford Girls' School, Bedford Modern School, Bedford School and Pilgrims Preparatory School).

They have sponsored Bedford Academy since its creation in 2010 and are now the sponsor of the HEART Academies Trust.

BEDFORD BOROUGH

HEART Academies Trust has a very constructive relationship with the local authority and we will continue to work together with all local schools.

Bedford and its surrounding area is a great place to live and work. It was described as the 'perennial wallflower coming into bloom' by the Sunday Times when it was chosen as one of the paper's 50 Best Urban Places to Live in Britain. The town benefits from high speed links to London by train and is easily accessible from both the A1 and M1 road links.

If you would like to know more about living and working in Bedford please visit the website:

www.teachbedford.co.uk





HEADTEACHER JOB DESCRIPTION



Job Title	Head Teacher - Goldington Green Academy, HEART Academies
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Salary	Leadership Scale L22–L28 (£89,842 to 104,059)
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Start date	January 2027 ideally
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Location	Goldington Green Academy, Bedford, MK41 0DP
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Job Purpose	The Head Teacher is responsible for leading and managing Shackleton Primary to ensure that it realises the vision of an exceptionally high standard of education for all of its' pupils. The Head Teacher will ensure that Goldington Green Academy is an active part of the HEART family of academies ensuring the motivators of drive, community and aspiration permeate every aspect of the school's life.
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Reports to	Chief Executive Officer
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Direct Reports	• Senior Leadership Team at Goldington Green Academy • Staff at Goldington Green Academy
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SPECIFIC RESPONSIBILITIES

In seeking to deliver the vision for the school, the Head Teacher would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which he/ she will be required to carry out.

STRATEGY

- Identify the aims and objectives of the school against the vision and values of the school.
- Produce and implement the SEF and School Development Plan, setting strategic
- targets and performance indicators.
- Ensure the school is at the heart of its community and serves as a model of community transformation.



HEADTEACHER JOB DESCRIPTION

LEADERSHIP OF STAFF

- Lead and inspire staff by example, encouraging them to achieve the highest personal and professional standards at all times.
- Ensure the school is adequately and appropriately staffed, recruiting as necessary in accordance with HEART Academies Trust HR policies and procedures.
- Encourage team development and an ethos which enables everyone to work collaboratively and accept responsibility for shared outcomes across the full age range.
- Develop a culture of coaching and peer support to enable staff to develop professionally.
- Manage the deployment of all staff; delegating duties as appropriate to senior staff.
- Ensure all staff at the school receive appropriate, high-calibre information and training to enable them to carry out their professional duties.
- Oversee an accurate assessment framework in order to judge the quality of teaching and learning, and embed consistent high standards (and expectations) for (of) all pupils including the most able, those with SEND, EAL or disadvantaged pupils.
- Oversee the provision for SEND and ensure the provision meets the needs of all pupils with SEND. Including the Additionally Resourced Provision for children with autism.
- Lead the annual performance management cycle within the school, making certain that adequate training and development opportunities are made available to all staff, ensuring the recruitment and retention of high calibre staff as well as taking appropriate action where performance is unsatisfactory. Ensure that pay progression is appropriately managed in accordance with Trust policy and is underpinned by a clear strategy for performance related pay.
- Liaise as appropriate with all staff Unions or Associations.
- Provide regular updates to the Local Advisory Board and CEO as required.



HEADTEACHER JOB DESCRIPTION

LIAISON WITH PARENTS/CARERS

- Keep in close contact with parents/carers and be available to meet with them at any reasonable time to discuss their children's progress or welfare.
- Send regular information about the school and provide reports on their children's work and progress
- Hold regular parent/carer evenings or review days at least annually for each year group.
- Create opportunities for parents/carers to support the school through learning alongside pupils, helping with sports activities, accompanying trips, encouraging their children with their work, forming a parent/carer's form to assist the working of the school.

LEADERSHIP OF PUPILS

- Ensure all pupils are in a safe, secure learning environment in accordance with Safeguarding expectation as set out in the effectiveness of leadership and management in the Common Inspection Framework and as stipulated in the latest DFE guidance.
- Ensure the school has an effective system of pastoral care in place for pupils.

- Ensure pupils' learning and progress is effectively assessed through a rigorous assessment strategy, monitored and reported according to HEART Academies Trust expectations and celebrated, so that pupils experience continuity and coherence in all their learning experiences across the curriculum and entire age range. Analyse and use available school based and comparative data to assist in raising standards.
- Provide all pupils with a personalised curriculum which meets their needs and which provides particular support for those with SEND, EAL and are disadvantaged, setting challenging targets for all.
- Create ways for pupils to be actively involved in the school, including decision making processes and for their views on the learning process to be listened to and respected.
- Provide ample opportunity to enhance their learning by participating in a wide variety of extra-curricular and other experiences.
- Determine strategies that ensure high standards of behaviour, attendance and punctuality, developing and applying a constructive policy.
- Ensure admissions are fair and inclusive, mirroring the Local Authority policy.
- Ensure the school provides high quality spiritual, moral, social and cultural development for all pupil.



HEADTEACHER JOB DESCRIPTION

CURRICULUM

- Determine, organise and implement a balanced and broad curriculum that has a positive impact on pupil outcomes and their personal development, behaviour and welfare.
- Encourage the development of a 'can do' culture looking for innovative and creative solutions; and employing new technologies where appropriate; ensuring continuity and coherence across the full age range. Use evidence led research to implement new and up to date strategies.
- Arrange for the construction of the school timetable to facilitate the above arrangements and to ensure that wider curriculum aims are met, whilst ensuring effective and appropriate use of resource, including value for money.
- Evaluate on a regular basis standards of teaching and learning in the school and ensure that high standards of professional practice are established and maintained.
- To oversee the development and implementation and sustained delivery of outstanding teaching, learning and assessment throughout the school.

- Ensure the school equips pupils positively for modern life in Britain and promotes fundamental British values. Foster a greater understanding of and respect for people of all faiths and no faith, races, genders, ages, disability and sexual orientation through words, actions and influence within the school and the wider community, in line with the HEART Academies trust ethos.

THE MANAGEMENT OF RESOURCES

- Allocate, control and account for those financial and material resources of the school which are the responsibility of the Head Teacher.
- Ensure that contracts within the responsibility of the Head Teacher are negotiated to 'best value' and that performance against the contract is reviewed on a regular basis. Ensure all contracts meet the ethical and sustainability requirements of the Trust.
- Have due regard at all times for the Health and Safety of all users and ensure that appropriate Health and Safety responsibilities are understood by all.
- Ensure the HEART vision and approach for sustainability is adhered to.



HEADTEACHER JOB DESCRIPTION

EXTERNAL LIAISON

- Develop collaborative links within HEART Academies Trust to maximise the opportunities for staff, pupils and families.
- Maintain positive and active relationships with other schools, businesses and agencies in the area, in particular with other local primary schools.
- Develop further the good relationship already established with the Local Authority to promote coherent educational programmes within the area.
- Maintain links with social services, local police, churches, other faith groups and organisations involved in working with young people and the wider community.
- Share systems and innovation work with others in the network to develop great practice.
- Help shape or lead education initiatives across the HEART network.

SAFEGUARDING CHILDREN

- Oversee safeguarding procedures in the school, acting as a designated safeguarding lead or ensuring that a senior member of staff acts as the designated safeguarding lead for the school. Complete appropriate training to remain up to date with all safeguarding updates.

HEART Academies Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and safeguarding training. Senior Members of staff are required to undertake Safer Recruitment in Education Training.

The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such duties as may reasonably be assigned by the CEO. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

The post holder should arrange for a senior staff member to deputize for them at any time when they are unavailable. They must have due regard for the work-life balance of school staff.

The post holder is expected to keep abreast of educational developments and best management practice in order to introduce appropriate innovation and contribute to joint practice development.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

HEADTEACHER PERSON SPECIFICATION



AREA	ESSENTIAL	DESIRABLE
Qualifications & Experience	• Qualified to degree level • PGCE or equivalent • Qualified to teach in the UK • Evidence of recent, relevant professional development	• NPQH • Leadership Qualification
Leadership Skills	• Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to fruition that impact positively on student outcomes, curriculum and quality of teaching and learning. • Understanding of managing finances and ensuring financial sustainability • Experience of managing risk across a school • Breadth of experience in school leadership: pastoral and academic leadership experience • A proven track record of effective senior leadership in a number of diverse primary or secondary schools. • Experience of working effectively with a school's local community and parents/ carers	• Experience of managing finances and ensuring financial sustainability • Teaching in several contrasting schools or working in sectors beyond education • Wide experience of participation in education networks
Characteristics & Knowledge	• A wide knowledge of current and proposed education policy and the legal framework within which schools and Academies must operate, particularly in regard to safeguarding • An ability to effectively prioritise and plan • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student behaviour, creating a positive climate for learning • An ability to lead school-wide improvement initiatives that have a demonstrable impact on student attainment	• A wide understanding of the links between education and community transformation

HEADTEACHER PERSON SPECIFICATION



AREA	ESSENTIAL	DESIRABLE
Qualities	• Ability to be a consistently outstanding teacher, never less than good • Willingness to lead by example and be visible in the school • Willingness to teach where and when required to promote a sense of teamwork • Willingness and ability to accept accountability for pupil outcomes • Willingness to learn and develop others • Ability to motivate self, staff and pupils • Ability to understand, analyse and make effective use of a range of data • Fundamental belief that every child matters and that aspirations/ achievements of an individual and community can be significantly altered • Personal presence to develop and promote high standards in all aspects of school life. • Ability to lead and manage own work effectively and take responsibility for own professional development • Developed interpersonal and communication skills (including written, oral and presentation skills) • Be able to cope with change, lead innovations and meet challenges successfully • Team working skills: the ability to lead others and be a team member • Energy, grit and determination • Diplomacy, ability to build networks • A liking, sympathy and respect for children and sensitivity to their needs • Ability to relate well to parents and the wider community	
Other	• Possess a full driving license and have use of a vehicle for business purposes and appropriate insurance	



HOW TO APPLY

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Alpha Parish at Academicis, our recruitment partner, on aparish@academicis.co.uk or by phone on 07436 971517 / 01223 907979.

CLOSING DATE:

12 noon, Wednesday 23rd September 2026

INTERVIEWS:

Monday 28th September 2026

SCHOOL VISITS STRONGLY ENCOURAGED

Please email Alpha Parish, aparish@academicis.co.uk



Goldington Green Academy | Goldington Road | Bedford | MK41 0DP