Application Pack

Headteacher

St Peter’s CoE Primary School

Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Headteacher at St Peter's Church of England Primary School. An exciting role key to the future success of this important school within Galileo Multi Academy Trust.

Within this application pack you will find:

a) Information on how to access the online application form and additional forms (these can be completed electronically and emailed)
b) Job Description and Person Specification
c) Further information about our Trust

Applicants should return their application form to: info@galileotrust.co.uk by the closing date: **11.59pm on 27.02.26**

Should you wish to enquire about the role, please do not hesitate to contact me on 01642 777963 or via email to: suzanne.tranter@galileotrust.co.uk to arrange a 'phone call.

As mentioned in the advertisement, a DBS disclosure is required for this post. It is important to note that:

Galileo Multi Academy Trust is committed to safeguarding and promoting the welfare of children.

Shortlisted candidates will be invited to an interview on **9th and 10th March 2026**

I would like to take this opportunity to thank you for your interest in this vacancy and wish you well with your application.

Jane Spence

CEO

Why work for us?

Galileo is an exciting Multi Academy Trust based in Redcar and Cleveland, serving around 3,000 children aged 2 – 11 with approximately 500 staff. We are currently a family of ten 'Good' schools whose vision is:

'To make Galileo Multi Academy Trust a leading provider of education, recognised for its core values, ensuring each and every pupil thrives, develops a love for learning and is prepared to take their next steps in life.'

Our values are:

We are **AMBITIOUS** and want every child and colleague to reach their full potential with confidence and to enjoy their learning and work.

We are **INCLUSIVE** so everyone has an opportunity to shine whatever their talents or interests, and no one is left behind.

We always act with **INTEGRITY** ensuring that the children in our trust are at the centre of everything we do, and every decision we make.

Our core values make us a great organisation of which to be part, every member of our school community is equally important to us, we want every colleague to reach their full potential and enjoy interesting and fulfilling jobs.

Employee Benefits & Wellbeing:

Staff wellbeing is paramount, if our colleagues are happy and healthy we can give our best to the children and each other. Staff feedback over the last academic year has been overwhelmingly positive with colleagues feeling supported both practically and emotionally, allowing them to carry on doing the best by every child.

Working for Galileo has many benefits, we are continuously improving by listening carefully to staff voice and implementing our strategy via a well-being group. We want the very best people in every role in our Trust; each person plays an important part in realising our vision.

- Galileo adheres to the School Teachers Pay and Conditions Document, and for support staff the NJC conditions.
- Access to comprehensive CPD opportunities from external providers as well as in house from our home-grown team of experts, whether it is nationally recognised accreditation or bespoke provision, we take professional development very seriously.
- Access to all internal cross Trust career opportunities, all posts appear on the Galileo career site, we love to employ and promote our own people.
- Access to cross Trust secondment and special project opportunities to broaden your experience and help the Trust develop its expertise and share best practice.
- A full human resource service providing advice and support to all colleagues regardless of role or working pattern with welfare at the heart of everything it does.
- Full access to a 24/7 Employee Assistance Programme which is a confidential support programme to help manage stress and offers specialist counselling and information on both financial and work-life issues.

A message from York Diocese:

St Peter's Church of England School is one of two church schools in the Trust and is part of the Diocese of York.

Leaders and staff work with York Diocese to develop a shared understanding of Spirituality and how this can be woven into the school's provision.

York Diocesan Board of Education supports 122 Church of England schools and academies in the area from the Humber to the Tees. We have a dedicated team of professionals who offer a wide range of expertise and can help schools access further assistance.

The Education team aims to:

- Be available as a 'one-stop shop' for pastoral and professional support;
- Work with a range of agencies to promote school improvement;
- Promote excellence and Christian distinctiveness;
- Provide and facilitate professional development and governor training;
- Help schools and academies network, collaborate together and share best practice;
- Offer a Total Property Management scheme in association with DBE Services Ltd;
- Guide schools on matters concerning Trusts;
- Work with schools exploring Academy conversion;
- Involvement in recruitment processes for new Headteachers/Heads of School;
- Support Headteacher appraisal;
- Represent Church of England education to the wider church community and more widely to the public;
- Maintain contact with the local authorities and the Regional Directors at the DfE.

The Rt Revd Barry Hill, Bishop of Whitby and Chair of the Diocesan Board of Education, said:

"Supporting children and young people to be all they are called to be is at the heart of who we are as the Diocese of York.
Together with the Church of England as a whole, it is a vision for education which is deeply Christian, with Jesus' promise of 'life in all its fullness' at its heart, and as such is for the common good of the whole community. It is a holistic vision, where education, like the faith in which it is rooted, is about wisdom, knowledge and skills, but also about hope and aspiration, about how we live well together in community with dignity and respect for all.
Of course, a vision this encompassing is only possible by working in partnership, both between teachers, staff, trusts and governors, and in developing ever closer links between schools, churches and households. By working closely together we can achieve far more than apart. I am delighted that you are considering applying to be a Headteacher in the Diocese and know that, if appointed, you will join the diocesan family of schools dedicated to supporting you as you lead deeper into this vision so that together all our schools and communities can be places where the love of God is reflected through all we are."

Mari Palmer, Diocesan Director of Education, said:

"As a diocese, we are here to help celebrate and strengthen the Christian ethos in our schools. We understand that each school is unique and our aim is to get to know our schools on an individual basis in order to foster the local parish and community links as far as possible.
As such, our Education Team offers a range of support to our headteachers from both a school distinctiveness and effectiveness point of view, as well as providing a range of training and development opportunities for staff and governors to access over the course of each year. In a rapidly changing educational landscape, we are more and more involved in wider school development, particularly as schools change from one school status to another.
I do hope that you feel able to apply for the position and we would look forward to welcoming you as part of our diocesan family here in the Diocese of York".

Job Advert

Headteacher, St Peter's CoE Primary School

Galileo Multi Academy Trust is looking to recruit an exceptional candidate to the role of Headteacher, St Peter's CoE Primary School, Redcar and Cleveland

Required: 1st September 2026

Salary: L15-21b

Hours: Full time

Location: The postholder will be based at St Peter's CoE Primary School, and report to the CEO, Jane Spence

The successful candidate will:

- Be committed to the Galileo MAT vision and values
- Provide excellence and Christian distinctiveness
- Have a proven track record of raising academic standards and leading sustained successful school improvement
- Provide excellent leadership to ensure St Peter's CoE Primary School is always improving standards and maintaining its excellent reputation
- Demonstrate a commitment to inclusion, St Peter's school community is enriched by having additional resource provision (ARP) in which all children thrive
- Work as part of the leadership team of the Trust driving school improvement
- Ensure the business operations and financial management of the school adheres to Trust policies
- Ensure the safeguarding of all children and the wellbeing of all staff in line with statutory requirements and Trust policy

Closing date: 11.59pm, 27th February 2026

Interview 9th and 10th March 2026

School visits w/c 16th February, please make an appointment by emailing Suzanne Tranter on suzanne.tranter@galileotrust.co.uk

Please refer to the back cover of the application pack for details of how to apply.

Galileo Multi Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.

Job Description

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Post title: Headteacher, St Peter's CoE Primary School

Salary: L15 – L21b **Responsible to:** Trust CEO

1. Purpose of the role:

- To provide outstanding leadership to St Peter's CoE Primary School as an integral part of the Galileo Multi Academy Trust raising ambition, expectations, and standards for our pupils.

- To be an innovative leader of St Peter's CoE Primary School ensuring its secure and ambitious future. To drive up academic standards for all pupils, ensure the wellbeing of pupils and staff, promote excellence, and Christian distinctiveness.

- To be part of the Trust's senior leadership team working collaboratively with the other Headteachers and schools and be responsible for leading aspects of the strategic plan with colleagues.

2. Key responsibilities:

- Provide strong leadership to ensure St Peter's CoE Primary School continuously improves its standards and maintains its excellent reputation.

- To establish an effective leadership team to drive quality first teaching, provide an ambitious, broad and balanced curriculum, and ensure an inclusive education that allows every child to progress.

- Ensure the safeguarding of all children and the wellbeing of all staff in line with statutory requirements and Trust policy.

- Celebrate the Christian ethos of St Peter's CoE Primary School in every aspect of school life.

3. Educational leadership:

- Quickly own the role of Headteacher working closely with the knowledge and expertise of St Peter's CoE Primary School staff and governors.
- Ensure the highest levels of progress and exceptional attainment at St Peter's CoE Primary School.
- Set very high expectations of staff and pupils in all aspects of school life, so that standards are exceptional.
- Ensure the additional resource provision is integral to school life with a fully inclusive culture where all children progress and attain well.
- Secure excellent teaching and learning at St Peter's CoE Primary School, and working collaboratively with other Headteachers across the Trust, deliver the strategy and structure to systematically ensure consistently high quality in all Galileo schools.
- Ensure that St Peter's CoE Primary School can continuously improve through evidence informed practice, effective use of internal and external evaluations, and the systematic sharing of best practice between Trust schools.
- Challenge and support colleagues to achieve and maintain the highest standards in all they do, ensuring their continuous professional development and effective performance management.
- Maintaining effective relationships with parents and all members of the school community to enhance the education and experience of all pupils.
- Ensure school development plans are based on accurate self-assessment and implemented across the school(s).
- Ensure rigorous approaches to identifying, managing, and mitigating risk.

4. Culture, ethos, and expectations:

4.1 School and Trust culture

- Contribute to the further development of the ethos and strategic direction of both St Peter's CoE Primary School and Galileo MAT by working in partnership with those responsible for governance and through consultation with stakeholders and school communities.
- Promote and embed Trust values through everyday lived leadership behaviour and attitudes: ambition, inclusion, and integrity.
- Continue a positive and deliberate effort to deliver the school's mission statement and uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and steps in life.
- Promote positive respectful relationships across the school and Trust community, where everyone can contribute to an inclusive environment and there is a culture of high staff professionalism.

- Ensure the whole school community feels a sense of belonging through an embedded Christian vision and lived values.

4.2 Teaching and learning

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative and summative assessment, that it is quality assured and consistent across St Peter's CoE Primary School.
- Full engagement with Trust school improvement strategy, including a commitment to the success of school-to-school support and peer reviews
- Lead the effective use of data analysis to drive and accelerate a positive impact on outcomes, for all children.

4.3 Curriculum and assessment

- Ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught to meet the needs of St Peter's CoE Primary School's pupils.
- Continue to develop effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities within the Trust and outside.
- Ensure valid, reliable, and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum, work within the Trust's assessment strategy to ensure consistency across the Trust in judgements and reporting.
- Working collaboratively with senior leaders across the Trust to deliver the assessment strategy to ensure consistency across the Trust to report accurately at school and Trust level

4.4 Behaviour and attitudes

- Sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils and in line with the school's behaviour policy.
- Ensure that adults within the school model and teach the behaviour of a good citizen.
- Maintain high levels of pupil attendance in accordance with the Trust's attendance policy.

4.5 Pupils with additional and special educational needs and disabilities:

- Provide leadership to St Peter's CoE Primary School additional resource provision working closely with the local authority and relevant agencies.
- Maintain a whole school inclusive approach to the additional resource provision so all children are St Peter's children and diversity is celebrated
- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- Ensure the school fulfils its statutory duties regarding the SEND code of practice.

5. Finance and business management:

- Work closely with the CFOO in the planning and managing of budgets ensuring efficiency, effectiveness, and probity in the use of public funds.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Establish and oversee systems, processes and policies that enable the school and Trust to operate effectively and efficiently and in line with ESFA, audit and Trust policy requirements.

6. Governance and accountability:

- Develop and sustain effective relationships with the Chief Executive Officer, GMAT SLT which includes all Headteachers, Trustees and the Local School Board to ensure effective governance.
- Present and report to the Trust Board and/or its committees as required in line with the Trust's terms of reference.
- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure that school effectively and efficiently operate within the required regulatory frameworks and meet all statutory duties.

7. Ethics and professional conduct:

- The Headteacher is expected to demonstrate consistently high standards of principled and professional conduct and must always uphold and demonstrate the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

- Must know and understand and act within statutory frameworks which set out their professional duties and responsibilities as well as those set out in the Galileo MAT code of conduct.

Person Specification

Specification	Essential	Desirable	Assessed*
1. Qualifications			
1.1 Undergraduate degree	✓		A
1.2 Postgraduate qualification/degree		✓	A
1.3 Qualified teacher status	✓		A
1.4 Leadership qualification (NPQH)		✓	A
1.5 Evidence of current CPD	✓		A
2. Experience			
2.1 Proven track record of raising academic standards and leading sustained, successful school improvement.	✓		A/I
2.2 Proven record of significant senior leadership achievement.	✓		A/I
2.3 Proven leadership of curriculum, learning and assessment with a track record of improving the quality of teaching.	✓		A/I
2.4 Experience of leading the financial and business operations of a successful primary school.		✓	A/I
2.5 Experience of successfully leading a school through an Ofsted inspection.		✓	A/I
2.6 Experience of developing staff and building successful teams.	✓		A/I
2.7 Successful experience of promoting inclusion, equality and diversity, to ensure every child can aim high and succeed whatever their background or circumstance, and every colleague can have a fulfilling and rewarding work life.	✓		A/I
2.8 Experience in leading appropriate strategies to ensure children with special educational needs and disabilities can access a full curriculum, progress and achieve well.	✓		A/I
2.9 Experience of managing change, leading innovations and meeting challenges successfully.	✓		A/I
2.10 Experience of leadership across a multi-academy trust.		✓	A/I
3. Knowledge and Skills			
3.1 Understanding of how to bring about and embed the systemic improvement of a primary school	✓		A/I
3.2 In-depth knowledge of current education policies and priorities and the impact on planning and practice.	✓		A/I
3.3 In-depth understanding of all aspects of safeguarding requirements and operations in primary schools.	✓		A/I

Specification	Essential	Desirable	Assessed*
3.4 Understanding of what makes a multi-academy trust successful		✓	A/I
3.5 Effective interpretation, analysis, and use of data to drive school improvement	✓		A/I
3.6 Ability to develop and maintain good relationships with staff, parents, students, Governors, Trustees, and the community.	✓		A/I
3.7 Well developed coaching and mentoring skills	✓		A/I
3.8 Excellent communication skills (including written, oral and presentation).	✓		A/I
3.9 Have up to date knowledge and understanding of the mission and distinctive nature of a Church school including knowledge of the current SIAMS framework.		✓	A/I
4. Personal Attributes and Values			
4.1 Passionate about securing the best outcomes and experience for every child.	✓		I
4.2 The ability to demonstrate leadership presence in line with Trust values.	✓		I
4.3 Empathy with and support for the ethos, values and goals of the Trust and its schools.	✓		I
4.4 Effective negotiator with an ability to consult effectively and with the capacity to influence others.	✓		A/I
4.5 Adaptable style, capable of working as part of a team as well as a leader.	✓		A/I
4.6 Always demonstrate integrity, have sound judgement, personal resilience and high coping skills.	✓		A/I
4.7 Have a commitment to developing and maintaining a theologically rooted Christian vision and culture for school; upholding and promoting the school's Christian ethos and playing a key role in the spiritual development of the school.	✓		A/I
4.8 Has a desire to maintain and encourage the Christian ethos of the school.	✓		A/I

* A – application form I – interview / assessment centre

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

How to Apply

Application form and further information is available from: www.galileotrust.co.uk under Careers and Vacancies.

Applicants should complete and return the Trust Application form for all vacancies and return to info@galileotrust.co.uk

Job Description: This lists the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Suzanne Tranter on 01642 777963 or via email suzanne.tranter@galileotrust.co.uk to arrange a ‘phone call with the CEO

Thank you for your interest in Galileo Multi Academy Trust. We look forward to receiving your application.