



Atomix
Educational
Trust

Application Pack

**Head Teacher
Errington Primary
School**



Dear Applicant,

At Atomix Educational Trust, our dedication lies in building a team of exceptional educators, support staff and managers who embody excellence in their roles, as they play a pivotal part in achieving our vision for the future. We are steadfast in our mission to deliver quality education, vocational skills and provide authentic, real-world learning experiences that equip young people with the practical skills needed for success.

As we look ahead, our colleges remains outwardly focused continually seeking to extend opportunities for all young people. Beyond equipping our students with job-ready skills, we are deeply committed to engaging them in employability skills, empowering them to navigate the jobs market with confidence and resilience.

Additionally, we prioritise the reintegration of young people back into school environments, offering tailored support and resources, to ensure a smooth transition and continues success in their academic or vocational journey.

We take pride in our ability to retain dedicated staff members, fostering a stable and supportive work environment, where individuals can thrive and grow. Within Atomix Educational Trust, a diverse multi academy trust, there are countless advantages to be gained. As our trust continues to expand, exciting new opportunities emerge, providing avenues for professional development, career progression and the opportunity to contribute meaningfully to our evolving organisation.

Join us in our commitment to fostering an enriching and rewarding work environment, where every member of our team plays a vital role in shaping the future of education.

I hope you find the application pack useful and look forward to receiving your application.

Nichole Munro
Chief Executive Officer
Atomix Educational Trust



Atomix Educational Trust believes that increased collaboration across the educational phases will benefit all learners throughout their educational journey. The Trust exists to promote and facilitate collaboration between schools and the college to our mutual benefit.

The partners in our Trust accept a shared accountability for all our learners and focus on ensuring positive outcomes and progression, particularly at transition points across the key stages.

Aspiring to become an all-through Trust, our innovative approach seeks to promote ambition, aspiration and provide security and the keys to success for our young people, for their future and the benefit of the region.

Our Trust engenders a love of learning through an exceptional quality of educational provision in which every learner is inspired and supported to fulfil their potential, enhancing their personal development and benefitting their community.

We recruit and retain teachers, support staff and managers of the highest calibre by investing in their professional development through training and progression opportunities.

Our schools and college offer a friendly, caring environment with high expectations, aspirations and supporting the highest levels of achievement.

Our Trust works through partnership with employers, community groups and other agencies to make our region a great place to live, learn and work.





Errington Primary School is a “Good” Ofsted rated school based in Marske by the Sea, with approximately 240 children ranging from nursery to Year 6.

Our vision and ethos at Errington Primary School is based upon equality of opportunity. We are an open, welcoming family who believe all children should be given every opportunity to thrive in all aspects of their school life and beyond. Continuously, we strive to provide experiences that are diverse and relevant for 21st century learners.

We think creatively with pupil voice at the core of what we do, listening to children’s interests so that learning is relevant and built upon through their daily encounters at Errington. Our curriculum is central to all we do, planning real hands-on experiences that brings learning alive and fosters their mind to always question to know more.

The whole child runs through our school from the moment anyone walks through the door – we celebrate and embrace uniqueness and difference – promoting independence, tolerance and acceptance of all.

The school has a wide range of after school clubs available, provided by school staff and outside providers. We are always evolving the clubs we have on offer to ensure interest levels and new hobbies are ignited. In addition, both a breakfast club and an after school club are available for parents to utilise.



Building on what is already a very strong and successful school, the Board of Trustees are seeking to appoint an inspirational Head Teacher for Errington Primary School who has a clear vision, strong leadership skills and the dedication to build upon the achievements of the school.

This post offers opportunity for an experienced Head Teacher looking to broaden their experience within an innovative educational establishment or for an experienced Deputy or Assistant Head Teacher looking for their first substantive headship.

The successful candidate will:

- have a proven track record as an outstanding practitioner
- have the highest expectations, and the ability to inspire, challenge and encourage staff to achieve the best outcomes for all pupils
- have the ability and ambition to continue to raise standards
- have a positive, highly visible and approachable leadership style
- provide effective resource management, ensuring best value deployment and use of human, financial and material resources.
- have relevant experience of Ofsted monitoring processes

Visits to the school are welcomed and we would be delighted to show you around. If you wish to discuss the role informally, or arrange a visit, please contact the HR Team at HR@atomix.ac.uk or 01287 280800 for further information.

Start Date: 1st September 2026, or as soon as possible thereafter

Salary and Benefits Information

Salary: L13 to L18 (£69,596- £78,702 per annum)

Employee Benefits include:

- Membership of the Teacher's Pension Scheme for all our teaching staff
- Opportunities for training and professional development
- Membership of Vivup, our Employee Benefits and Wellbeing Platform, including online GP
- Cycle Scheme
- On-site canteen for both staff and students
- Free on-site parking
- Discounted nursery provision on the Prior Pursglove College site (available to all Trust employees)





Application Details

Closing Date: noon on Monday 1st June
Interview Dates: to be confirmed
Start Date: 1st September 2026, or as soon as possible thereafter

An application pack can be downloaded from <https://www.atomix.ac.uk/careers/>. Please contact the HR Department at HR@atomix.ac.uk for any further information.

All applications must be submitted on a Trust application form and CVs will not be accepted.

We are an inclusive employer and we actively encourage applications from people from diverse and underrepresented backgrounds. If you need any assistance with your application in terms of reasonable adjustments, please let us know.

Safer Recruitment

Atomix Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

As this post involves direct contact with, or unsupervised responsibility for, children or vulnerable adults the successful candidate will be required to undertake a Disclosure and Barring Service check before taking up the position. Additional checks will include; identity checks, qualification checks and employment checks, including the investigation of any gaps between jobs and two satisfactory references.

ATOMIX EDUCATIONAL TRUST
PRIOR PURSGLOVE COLLEGE
Church Walk
Guisborough
TS14 6BU
Tel: 01287 280800
Email: HR@atomix.ac.uk



Reporting to the Chief Executive Officer

Salary L13 to L18

As Head Teacher, you will provide effective leadership for Errington Primary School, securing success and continuous improvement across the school and ensuring high quality education for all pupils and the highest standards of learning and achievement in accordance with statutory requirements.

Aims and Purpose of the job:

- Responsibility for the leadership, internal organisation, management and the daily control of the school.
- To provide the vision and the professional leadership through the school's self-evaluation process, feedback from Ofsted monitoring outcomes and other monitoring mechanisms.
- Responsibility for ensuring sustained high quality education for all of the school's pupils and to continue to raise standards of achievement.
- To provide an environment in which staff and pupils are encouraged to achieve their full potential and to perform at the highest level possible
- To manage the resources and buildings so as to promote and secure the achievement of both pupils and staff

Responsibilities and Duties

Leadership and Accountability

1. Work closely with the Chief Executive Officer and Local Governing Body to secure a positive working relationship and to ensure that all parties are able to fully contribute to the developments required in the school and in the Trust as a whole.
2. Establish and implement a strategic plan that inspires and motivates all stakeholders, which ensures pupils achieve high standards and develop in all aspects of their education and reflects the needs of the school and its community.
3. Create and communicate shared values and translate the vision of the Trust into clear objectives that promote and sustain school improvement.
4. Ensure that the school has a system for the collection and analysis of performance data to promote school improvement.
5. Present a coherent and accurate record of the school's performance in a form appropriate to a range of audiences.
6. Ensure staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation through performance management.
7. Ensure that parents and pupils are well informed about curriculum attainment and progress and are able to understand targets for improvement.

Leading Teaching and Learning

1. To ensure that a system for monitoring and developing the quality assurance of teaching and learning is in place and that recording and evidence is available to the appropriate monitoring groups.
 2. Ensure the school focuses on pupils' achievement, using data and benchmarks to monitor progress in every child's learning, meeting the requirements of the school's Improvement Plan.
 3. Have oversight of the curriculum, pastoral care and administration of the school, all of which should be appropriate to the pupil's experience, interests and aptitudes.
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4. Ensure a culture that supports and facilitates pupil engagement in, and ownership of, their own learning.
5. Implement strategies to secure high standards of behaviour and attendance.
6. Monitor, evaluate and review classroom practice and promote improvement strategies, challenging underperformance and ensuring corrective action.

Partnerships and External Relationships

1. Establish strong working relationships, both across the school and Trust wide.
2. Co-operate and work with relevant agencies and partners to ensure the well-being of children
3. Ensure learning experiences for pupils are linked and integrated with the wider community.
4. Build a school culture and curriculum that takes account of the richness and diversity of the school community.
5. Promote the concept of lifelong learning and family engagement with learning through partnership
6. Manage effective relationships with all stakeholders and partners.
7. Act as a Director for Guisborough Montessori Nursery.
8. Work with the Trust's Director of Inclusion and Redcar & Cleveland Council to ensure that The Haven enhanced mainstream provision functions safely and effectively in line with the SLA.

Resource Management

1. Work with the Chief Financial Officer and the School Business Manager to advise the Local Governing Body and Trust on the formulation of the annual budget in order to ensure that the school secures its objectives and satisfies legal requirements.
2. Plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration control.
3. Work with the Trust to recruit, induct and develop high quality staff within safer recruitment guidelines.
4. Manage effectively the deployment, appraisal, performance and development of all staff.
5. Manage and monitor use of resources in order to secure the quality of education and pupil's achievement.
6. Ensure best value deployment and use of human, financial and material resources.
7. Manage accommodation to ensure that it meets the needs of pupils, the curriculum and health and safety regulations.
8. Regularly evaluate and report on the allocation of roles, responsibilities, finance and resources to ensure these underpin the best possible learning environment and highest standards.

Safeguarding

1. To act as the school's Designated Safeguarding Lead, completing regular training as required and liaising with staff, parents and external stakeholders as appropriate.
2. Take responsibility for ensuring that all staff understand and follow safeguarding policies.
3. Ensure that all teaching and support staff are fully inducted in and made aware of the school safeguarding procedures,
4. Be responsible for monitoring that all policies and procedures are followed by all teaching and support staff.
5. Create and promote positive strategies for challenging all forms of prejudice and harassment.

This job description sets out the main responsibilities for the postholder, but is not intended to be an exhaustive list. Specific duties may change from time to time without changing the general nature of the post and the postholder is expected to be flexible in the range of responsibilities they undertake commensurate with the responsibility and salary.



Essential Qualifications

- Qualified Teacher Status
- Evidence of continuing professional development (including management training)
- SENCO qualification, or willingness to work towards

Essential Leadership and Management

- Clear strategic thinking with the ability to lead the development and implementation of strategic plans
- The ability to provide vision for the school, with strong and inspirational positive leadership to enable the school to achieve and maintain outstanding provision for learners
- Excellent communication and interpersonal skills, with the ability to influence and negotiate in a variety of situations
- The ability to inspire and motivate colleagues in order that they can achieve their highest potential
- The judgement and ability to identify and take advantage of opportunities to the maximum benefit of the school and the Trust, its learners and stakeholders
- Resilience, with the ability to respond appropriately to conflicting demands and time pressures

Essential Experience

- Substantial experience in a leadership and management role, incorporating strategic and operational management skills
- A successful track record in establishing and maintaining effective relationships with staff, governors and external organisations
- Successful direct experience of delivering quality improvement strategies, including raising the levels of pupil achievement and improving results. Experience of introducing and managing whole-school initiatives in the field of Teaching & Learning
- Experience of managing resources and funding effectively and ensuring best value
- Experience of developing curriculum continuity and progression between Early Years, KS1 and KS2
- Experience of working with/managing arrangements for pupils with additional needs

Essential Knowledge

- Detailed knowledge of the current Ofsted framework; what constitutes a 'Good' school, how to support a school to become 'outstanding' and how this can be interpreted into practical development plans
 - Deep and detailed knowledge and clear understanding of educational legislation, the statutory framework for education, new innovation and developments
 - Detailed knowledge and understanding of the primary phase of education, including tracking and monitoring pupil progress
 - A comprehensive understanding of the statutory and compliance framework, including safeguarding and its importance within the school environment
 - Knowledge of successful strategies for raising pupil's achievement and models of teaching and learning
 - How to interpret financial information and set an effective and sustainable budget
 - Depth of understanding of how people perform to the best of their ability and the knowledge and drive to help them achieve this
 - Able to delegate effectively to achieve outcomes and provide development opportunities for staff
 - Commitment to safeguarding and equality and diversity
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Essential Attitudes and Beliefs

- A passion for teaching and learning with a commitment to excellence for learners at all levels and to enabling them to achieve their full potential
- Has a strong vision for the future success of the school and the Trust
- Commitment to the personal and professional development of colleagues
- Integrity and openness in communications and actions

Desirable

- National Professional Qualification of Headship (NPQH), or equivalent qualification
- LLE/NLE accreditation
- Developing and managing partnership and learning between schools
- A track record of working successfully with local stakeholders, employers and the wider community
- Experience of diversification of income stream and of securing successful funding bids
- Models of attendance and behaviour management
- Experience of being the designated Safeguarding Lead for a school

