



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential



Application Pack for:

Headteacher of
Clearwater Church of England
Primary Academy



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Candidate

Thank you for your interest in the headteacher role at Clearwater Church of England Primary Academy.

This school is part of the Diocese of Gloucester Academies Trust (DGAT), a Trust that was set up thirteen years ago to be the natural home for any church school wanting, or needing, to join a multi-academy trust (MAT). DGAT is recognised as a popular, successful and growing MAT and there are currently 24 schools in the family. Twenty-two of these schools are Church schools and two are community schools. The Trust is growing steadily with three or four joiners each year.

Being the headteacher within the DGAT family gives you the unique opportunity to lead a school, rooted in its own unique context, whilst having the support and challenge of a highly skilled and supportive central team. You will also be joining a group of headteachers who are instinctively collaborative, innovative and solution focussed.

Clearwater Church of England Primary is a recently established school having only been in existence for seven and a half years. This post gives a unique and exciting opportunity for a leader to build on the excellent foundations laid by the first headteacher and lead the next phase of the school's development.

We are looking for someone who can inspire others, understands what excellent teaching and learning looks like, who inspires trust and confidence and will support children and adults to develop and flourish. We are also looking for someone to share good practice across the Trust family of schools.

You must be committed to what it means to be part of a Church of England Trust and to being an excellent Church school leader.

The Trust offers an extensive range of opportunities for professional development and learning, and we will be supportive of your leadership journey and career development. The pastoral care of our headteachers is also an important part of who we are as an organisation, knowing that headteachers care very deeply for all they serve but often do not prioritise their own wellbeing. You will be valued for who you are and what you bring to the Trust.

I hope this pack helps you to decide if working for the Trust in Clearwater Church of England Primary Academy is for you. I look forward to hearing from you.

Rachel Howie
Chief Executive Officer

RHowie



MESSAGE FROM THE CHAIR OF GOVERNORS

Dear Aspiring Headteacher,

On behalf of the local governing board, I would like to thank you for your interest in the role of headteacher at Clearwater Primary Academy.

From humble beginnings in a temporary classroom at the start of its journey in 2017, the school has developed into a thriving and inclusive school in wonderful accommodation and expansive grounds echoing our vision, 'Small steps to big dreams'.

We are seeking a leader who has the skills, compassion and dedication to enable everyone within our school community to continue to flourish and shine.

We wish to appoint a committed, collaborative, proactive and inspiring headteacher who is aspirational for all and can continue to deliver the school's strategic priorities in an inclusive, compassionate and supportive way.

The school benefits from an experienced and highly skilled leadership team, an amazing professional and dedicated staff team, a committed local governing board, an active parents' association and curious, motivated and happy pupils.

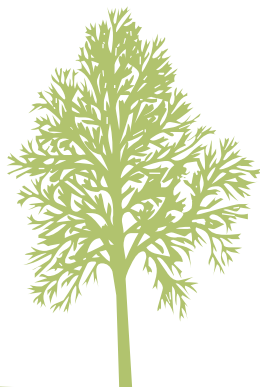
We are a proud school, deeply rooted in serving common good. Our strongly embedded, inclusive Christian vision is at the heart of our friendly, caring and vibrant school.

'The Christian Vision is a golden thread that inspires and unites every aspect of this excellent school.' (SIAMS 2023)

I encourage you to arrange a visit to our wonderful school, where you will be able to experience the unique and exciting things that Clearwater has to offer. To arrange this, please contact the school office and we will be delighted to show you around.

Yours faithfully,

John Coles
Chair of Governors



THE VISION OF THE DIOCESE OF GLOUCESTER ACADEMIES TRUST

OUR VISION IS TO ENABLE ALL TO FLOURISH

OUR AIMS ARE TO BE:

- * Authentically Christian
- * Boldly passionate about excellence in learning
- * Relentlessly driven in our aspiration for everyone

Our vision is rooted in our Christian foundation and our belief that all within our family should experience life in all its fullness.

OUR CORE PRINCIPLES

These underpin all we do and all the decisions we take.

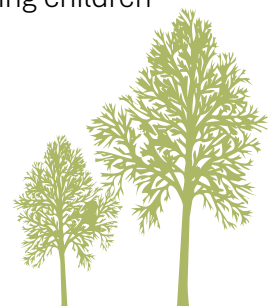
- * We aspire to be the best we can be in an ever-changing environment - providing opportunities for all to flourish.
- * Within our DGAT family we cherish everyone as individuals; appreciating and celebrating diversity.
- * We act with integrity; we are open to challenge and we are reflective about our practice.
- * We treat everyone with dignity and respect.
- * Through collaboration, in a nurturing community, we grow, learn and achieve.

SERVING THE COMMON GOOD AND THE DIOCESAN LIFE TOGETHER VISION

As a Trust set up by the Diocese of Gloucester Board of Education, all we do is steeped in both the National Church of England Vision for Education: Deeply Christian – Serving the Common Good and the diocesan LIFE vision.

Deeply Christian - Serving the Common Good is permeated by four core elements WISDOM, HOPE, COMMUNITY, DIGNITY. Our work is rooted in these elements and in all our schools these will be in evidence in our decision making, our relationships, our communications and our learning.

Together the Trust Board, central staff and our school communities are united in enabling children and staff to grow, flourish and succeed in an environment of educational excellence.



BENEFITS OF LEADING A DGAT ACADEMY

- * No school is an island
- * Good practice is shared
- * Opportunities to lead Trust-wide initiatives
- * Professional support and challenge from our highly experienced school effectiveness team
- * Regular facilitated discussion and dialogue with other school leaders
- * Trust-wide professional development opportunities, driven by the needs of schools
- * Comprehensive support for all business, finance and estate management functions

Trust schools work together to build capacity, support the professional development of staff and ensure that each school remains a vibrant and dynamic place where everyone can flourish. We want our schools to remain places of learning, not just for pupils, but for staff and governors too.

In adopting a collaborative approach, we have developed flexible models of working which fully utilise the expertise which exists within our schools. All DGAT schools play an active role in sharing best practice and learning from one another.

In addition the Trust provides an extensive range of professional development and learning for all staff based on the collective needs of the schools in the family. Recognising the need to support staff wellbeing, some of these are held virtually to reduce travel time and to do a bit to save the planet.

One of our key aims as a Trust is to ensure that each school remains free to focus on what schools do best – the education of the children we serve. In order to do this we undertake a wide range of financial and business activities within the central function. This includes central purchasing, management of premises compliance activities, management of aspects of the school building, support with budgeting, GDPR compliance and much more.

A high level of support is also provided for local governance including training for governors and clerks, the provision of policies, support with complaints and the provision of support to manage the annual schedule of works of local governing boards.



SEEKING AN INSPIRATIONAL LEADER...

We are seeking a passionate, motivated and committed leader to take this school on the next stage of its journey. The successful candidate will need to be an effective leader with a proven track record of school improvement with a desire to see children and staff flourish and succeed.

THE CHILDREN ARE LOOKING FOR SOMEONE WHO:

- * Is friendly, kind and compassionate
- * Is respectful of everyone
- * Does not slouch
- * Takes the role of power seriously
- * Promotes the school's learning powers
- * Makes sure all children are safe
- * Makes sure everyone in the school community is included
- * Is happy, cheerful and joyful
- * Is not a hypocrite and leads by example
- * Actively listens
- * Checks on classes to make sure everyone is working hard
- * Likes jokes

THE STAFF WOULD LIKE A HEADTEACHER WHO:

- * Ensures children are at the heart of decision-making
- * Is highly aspirational for all children
- * Ensures decisions are informed by research and good practice and used to influence school development
- * Maintains a strong school culture where everyone feels they belong.
- * Ensures a calm, nurturing and inclusive environment for all, valuing staff and children's well-being.
- * Is approachable, present, and available for staff, children, and parents.
- * Has high expectations and sets and maintains high standards for staff and pupils.
- * Balances support and challenge for staff to ensure the best outcomes for children.
- * Values face-to-face conversations, listens actively, and involves the whole community.
- * Kind, empathetic, yet clear and decisive in leadership.
- * Able to prioritise and adapt as the school grows.
- * Supports continuous professional development and workload balance.
- * Leads with positivity, professionalism, and commitment to the school's distinctive Christian vision.



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications and knowledge	<ul style="list-style-type: none"> • Qualified teaching status • A comprehensive knowledge and understanding of national policy, curriculum developments and the statutory and legal frameworks within which a church school operates, including the OFSTED framework, SIAMS schedule, EYFS and SEND requirements, safeguarding and child protection procedures. 	<ul style="list-style-type: none"> • NPQH* (or working towards)
Leadership Management and Experience	<ul style="list-style-type: none"> • Successful and demonstrable leadership experience. • Outstanding classroom practitioner with experience across the primary age range. • Knowledge and understanding of effective school improvement planning, self-evaluation, and analysis of performance data. • Experience of taking a leading role in raising standards. • An understanding of effectively targeting resources to support pupils with SEND those who are vulnerable. • Familiar with school budgetary processes and the importance of sound and prudent financial management. • Experience of implementing rigorous safeguarding and child protection procedures. • Have experience of, and be committed to effective performance management and the development of high quality staff. • Experience and skill in developing pupils of all abilities and promoting inclusion. • Proven ability in tracking and promoting high standards of pupil attainment and achievement. 	<ul style="list-style-type: none"> • Successful headship experience. • Can demonstrate effective working with governors, other professional agencies, learning networks, cluster groups and partnerships. • SENCO training and/or experience. • Experience of working in a church school. • Experience of the preparation required for SIAMS. • Experience of the preparation required for Ofsted inspections.

ESSENTIAL

DESIRABLE

Knowledge and Skills

- Must have the skills and knowledge to safeguard and promote the welfare of children and young people and ensure all staff and volunteers share this commitment.
- A dynamic leader who can motivate, inspire and listen to, all members of the school community.
- Be passionate about encouraging all children to flourish and develop an excitement for learning.
- Able to set and work towards a clear vision, working in partnership with the staff and governors.
- Ability to support families and encourage parents and carers to support their children's personal development.
- Able to listen to, reflect and act on feedback and make change where necessary.
- Ability to build and maintain cohesive teams.

- Interest and enthusiasm to promote extra-curricular activities.
- An understanding of the wider curriculum beyond school and the opportunities it provides for pupils and the school community.

Personal Qualities

- Passionate about education and the development of children.
 - Excellent communicator with the ability to form positive and caring relationships with all staff, pupils, parents and governors.
 - To be a positive role model.
 - To have a visible presence with patience and quiet authority.
 - A good sense of humour.
 - A commitment to continue to nurture the Christian ethos and maintain strong links with local church and community.
 - To encourage and celebrate creativity, progress and achievement for all.
 - Supportive of the aims and ethos of the school and the Diocese of Gloucester Academy Trust.
 - Capacity to be flexible, adaptable and creative.
 - Ability to inspire all stakeholders.
 - To be positive, approachable and enthusiastic.
 - Understands the need for a work-life balance for all staff and self.
 - An excellent natural, empathetic and positive communicator.
- Practising Christian.

For any queries please contact:

Sharon Sharples, Executive Assistant to CEO – sshaples@cen.dgat.org.uk

Closing date for applications: Noon, 18 March 2025

Interviews: 2 and 3 April 2025

Visits to the school will be facilitated on 12 and 13 March. To arrange a visit, please contact recruitment@dgat.org.uk. Please add '*Visit request Clearwater Church of England Primary Academy*' as the email subject.

Clearwater Church of England Primary Academy is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. Appointments are made subject to an enhanced Disclosure and Barring Service check and registration with the update service. If shortlisted, you will be required to provide relevant information relating to cautions and convictions and an on-line search will be conducted. This includes only information publicly available on-line.

WE ARE WORKING FOR EQUALITY IN EMPLOYMENT

Clearwater Church of England Primary Academy is part of the Diocese of Gloucester Academies Trust (DGAT).



The Diocese of Gloucester Academies Trust,

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