

Application Pack for:

Headteacher of
St Mary's Church of England
Primary School



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Candidate

Thank you for your interest in the Headteacher role at St Mary's Church of England Primary School.

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 Trust 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 a Headteacher within the Trust 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 highly skilled, instinctively collaborative, innovative and solution focussed.

We are looking for someone who can inspire and develop others, who understands what excellent teaching and learning looks like and is a passionate and inclusive leader. You need to be able to galvanise trust and confidence with internal stakeholders, the local community and external partners, and support children and adults to 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 St Mary's Church of England Primary School is for you.

I look forward to hearing from you.



Rachel

Canon Rachel Howie
CEO



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 St Mary's C of E Primary School, Tetbury.

We are a vibrant and caring learning community situated in the centre of Tetbury.

We are the only primary school serving the town and we have been teaching the children of Tetbury since 1887. We are fully involved in the community – from participating in the famous Woolsack races to our strong links with St Mary's Church. We aim to work in partnership with the community so that children are at the heart and they have strong roots from which to grow. Our vision is that of a caring, Christian community where we light the spark of curiosity, build on individual talents and give everyone the courage to live life in all its fullness. (John 10:10)

We are seeking a leader to build on the successes of our outgoing headteacher and who has the skills, drive and dedication to enable everyone within our school community to continue to flourish. We are looking for a committed, collaborative, proactive and inspiring headteacher who is aspirational for all and can continue to deliver the school's strategic priorities.

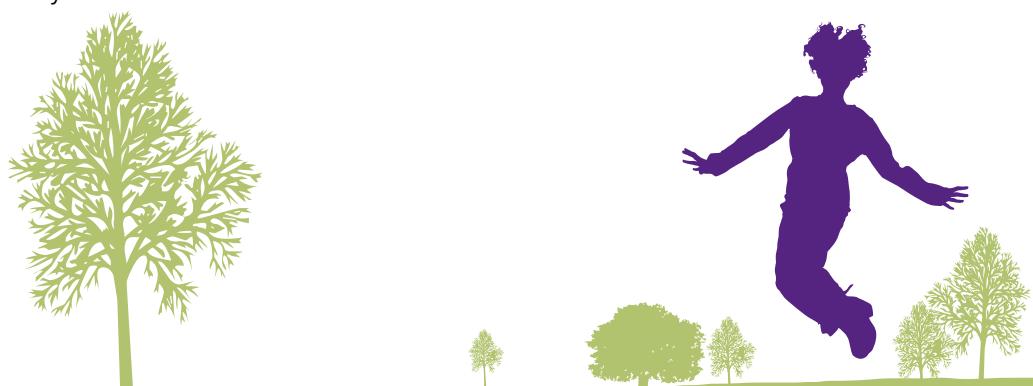
The school benefits from a highly skilled and dedicated staff team, a committed local governing board, an active parents' association and curious, motivated and happy pupils.

I encourage you to arrange a visit to our wonderful school, where you will be able to experience first-hand all that the school has to offer.

We look forward to hearing from you.

Best wishes

Liz Durning
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.

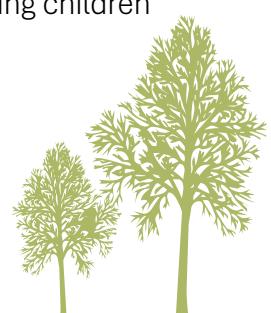
- * We aspire to be the best we can be in an ever-changing environment - providing opportunities for all to flourish.
- * Within our DGAT family we cherish everyone as individuals; appreciating and celebrating diversity.
- * We act with integrity; we are open to challenge and we are reflective about 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 SCHOOL

- * 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 our 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 fun and active
- * Is kind, respectful and fair to everyone
- * Is caring
- * Is organised and prepares well
- * Has a good sense of humour and is funny
- * Is firm but not too strict
- * Is caring, compassionate and courageous
- * Listens to everybody
- * Will talk to them about God and other religions
- * Will follow the school rules
- * Will bond with everyone
- * Will set a good example and be a good role model
- * Will respect their roles and responsibilities
- * Is hardworking and likes to be busy
- * Will let them have some fun
- * Can solve problems
- * Will keep them safe

THE STAFF TEAM ARE LOOKING FOR SOMEONE WHO...

- * Is a visible and present leader
- * Is resilient
- * Is committed to getting to know the whole school community
- * Is compassionate and approachable
- * Is confident, consistent and calm
- * Is innovative
- * Is a holistic leader who recognises them as individuals
- * Recognises the important role of the school in the local community
- * Is a good communicator
- * Cares about and appreciates all members of staff and is committed to ensuring their wellbeing
- * Supports a balanced workload
- * Has enthusiasm, empathy and energy
- * Is kind, fair and level-headed



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	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Practising Christian.



For any queries please contact:

Vicki Cowan, Governance and HR Officer – recruitment@dgat.org.uk

Closing date for applications: Noon 12 January 2026

Interviews: 23 and 26 January 2026

Visits to the school will be facilitated on 7 January. To arrange to visit the school please email recruitment@dgat.org.uk using 'School visit request – St Mary's CofE Primary' in the subject line.

St Mary's CofE Primary 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

St Mary's CofE Primary is part of the Diocese of Gloucester Academies Trust (DGAT).



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