



BOHUNT  
EDUCATION TRUST

PART OF THE BOHUNT  
EDUCATION TRUST

# Headteacher Candidate Pack

enjoy respect achieve

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# Welcome Letter

Dear Applicant

Vacancy for the Position of Headteacher at The Costello School

Thank you for requesting details about the vacancy for Headteacher. This is an exciting time to take over the leadership at The Costello School. The academy is part of Bohunt Education Trust (BET); a leading Multi-Academy Trust in the South East. Costello is a Good school with Outstanding features, and we are looking for someone who is ready to continue with us on our journey to ensure it becomes the best school it can be, for both current and prospective students.

We are seeking an energetic and passionate leader who understands the transformative power of education. We are keen to meet people who share our vision for education and who understand the power and value membership of a MAT brings. We believe we have achieved a powerful and effective balance between alignment and autonomy. Although, if you do not naturally work collaboratively or value genuine shared endeavour, then this might not be the right opportunity for you. We often describe our trust as 'one school: nine campuses'. It has been affirming to hear numerous Ofsted inspectors repeat back at numerous Team Meetings, 'The School is the Trust, The Trust is the School.'

As the prospective Headteacher of The Costello School you will be joining a welcoming and nurturing school community, where the needs of all individuals are supported and students are challenged to achieve their best through the broad curriculum and wide-ranging programme of enrichment activities on offer. In addition, we are committed to an active and varied programme of CPD for teaching and support staff across BET.

You will find colleagues to be passionate about our school and committed to working with our students, parents and the wider community where we have a strong heritage and reputation. As well as striving for academic excellence, we expect all staff and students to live by our ethos and our values of Enjoy, Respect, Achieve – which are firmly at the heart of everything we do in BET.

For a confidential conversation or to arrange a visit to the school, please contact our retained consultant Ross Laird, [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) or 07901 585959 or 01223 907979.

Yours sincerely

**(Dr) Raymond J Morton**  
Chair of the Bohunt Education Trust

**Neil Strowger**  
Trust Leader





# About BET

At BET, we provide innovative, high-quality education for children aged four to 18. We are a multi-academy trust (MAT) of non-fee paying schools, working together with shared values and vision to ensure consistency and excellence for all our students. Driven, ambitious game-changers, we set the highest expectations, and nurture students' individual talents and interests to help them achieve their full potential.

## OUR VISION

The highest expectations, an ethos of 'enjoy, respect, achieve', unparalleled opportunity and highly effective teaching combine to develop students who are 'game-changers'. We aim to give all students an outstanding education and develop skills in the classroom and beyond – to help our young people flourish throughout their school career, and on into later life.

BET is ambitious. We aim to transform how education is delivered in schools across the country and beyond by sharing the best practice we have pioneered in our own schools. We are keen to share this vision with other primary and secondary schools at every stage in their development.

## OUR APPROACH

BET's approach to teaching and learning is innovative and immersive – a rich blend of the latest education thinking, technology and practice both in and outside the classroom. We set the highest expectations for ourselves and our students, and this is reflected in our results and Ofsted progress.

Across all our schools, we have introduced a range of game-changing teaching methods, including language immersion in Mandarin, cross-cultural projects with Sweden, China and Germany, and an integrated Science, Technology, Engineering and Maths (STEM) curriculum developed in partnership with business and industry.



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# BET Leadership Framework

Ethos	BET Leaders...	Which means BET Leaders...	Which means BET Leaders do not...
<p>We believe as a trust, we are <b>stronger together</b></p>	<p><b>Collaborate</b> with generosity            Are <b>solution-focused</b>            Contribute <b>visionary</b> direction</p>	<ul style="list-style-type: none"> <li>• Share openly</li> <li>• Actively seek opportunities to collaborate</li> <li>• Offer positive, constructive approaches to challenges</li> <li>• Come prepared and use initiative</li> <li>• Communicate the 'why' of all we do Actively promote and model the vision and ethos of the Trust</li> </ul>	<ul style="list-style-type: none"> <li>• See school as distinct from Trust</li> <li>• Work in silos</li> <li>• Have a fixed mindset</li> <li>• Lack initiative</li> <li>• Undermine the ethos</li> <li>• Have too many priorities or lack clarity</li> </ul>
<p>We believe that children and adults should <b>enjoy</b> learning and life in school</p>	<p><b>Inspire</b> and sustain the culture            Exhibit <b>curiosity</b>            Have <b>fierce ambition</b> for the children we serve</p>	<ul style="list-style-type: none"> <li>• Enable others to grow and succeed</li> <li>• Show up every day and work to make everyone else want to show up every day</li> <li>• Are always learning</li> <li>• Ask brave questions</li> <li>• Seek challenge</li> <li>• Have unconditional positive expectations (every child; same chance)</li> </ul>	<ul style="list-style-type: none"> <li>• Contribute to or generate a culture of negativity</li> <li>• Act as a passenger</li> <li>• Claim ignorance</li> <li>• Ask questions in a way that would damage our ethos</li> <li>• Accept mediocrity</li> <li>• Act with complacency</li> </ul>
<p>We believe that <b>respect</b>, of self and others, and doing the right thing, are fundamental to schools and in bettering society</p>	<p>Act with <b>integrity</b>            Communicate with <b>clarity</b>            Exemplify <b>relational practice</b>, championing inclusivity and embracing difference</p>	<ul style="list-style-type: none"> <li>• Are consistently driven by our moral purpose</li> <li>• Authentically model our ethos</li> <li>• Listen more than we speak</li> <li>• Communicate intentionally, being considerate of purpose and audience</li> <li>• Value and actively seek the views of others</li> <li>• Model compassion and cognitive empathy</li> </ul>	<ul style="list-style-type: none"> <li>• Act inconsistently or dishonestly</li> <li>• Put self-interest above the interests of those we serve</li> <li>• Cause confusion</li> <li>• Undermine our brand or identity</li> <li>• Make the professional personal</li> <li>• Treat others with disrespect or accept intolerance</li> </ul>
<p>We believe every child should have the same chance to <b>achieve</b>; so that they have a life of choice and opportunity</p>	<p>Have <b>absolute conviction</b> that outcomes change children's lives            Work <b>innovatively</b> and <b>strategically</b>            Welcome <b>accountability</b> and <b>candour</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate a resolute and unrelenting focus on academic progress and achievement</li> <li>• Are passionate advocates for all children and the possible</li> <li>• Plan, do and review</li> <li>• Seek to understand and simplify</li> <li>• Embrace responsibility as leaders</li> <li>• Accept feedback and act on it</li> </ul>	<ul style="list-style-type: none"> <li>• Make excuses for children</li> <li>• Blame poor performance on context or disposition</li> <li>• Prevent others from achieving shared goals and objectives</li> <li>• Lead reactively and hope for the best</li> <li>• Abdicate responsibility as leaders</li> <li>• Avoid difficult conversations</li> </ul>





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# Job Description

JOB TITLE:	Headteacher	SALARY:	£96,715 to £109,316
LOCATION:	Basingstoke	START DATE:	January 2025 - a later start date may be negotiable
ACCOUNTABLE TO:	Chief Executive Officer		





## JOB DESCRIPTION CONTINUED

### JOB PURPOSE

To provide highly effective leadership for the whole school community, by demonstrating:

- Excellence in the learning and teaching process.
- Strength in strategic direction and development.
- Positive leadership and management of staff.
- Effective deployment of resources.
- Commitment to every child as a learner.

### MAIN ACCOUNTABILITIES

(the list below is neither exhaustive nor exclusive)

#### 1. The learning and teaching process, to

- Establish provision of optimal learning in all its forms, to ensure that students enjoy an optimal learning experience and environment.
- Develop sustained excellence in teaching, in order to facilitate the above, by investing in the professional development of all staff.
- Remove barriers to learning and progress.
- Actively promote the personal development and wellbeing of all students.

#### 2. Strategic direction and development, to

- Establish a high expectation and aspirational culture within the school
- Promote a 'can do' ethos and vibrant future vision for the school.
- Keep curriculum provision and its impact on student outcomes under constant review.
- Look outwards to establish effective relationships with other schools, the wider community and business networks.
- Ensure the provision of rich and diverse co-curricular opportunities.
- Create a culture of innovation



## JOB DESCRIPTION CONTINUED

### 3. Positive leadership and management of staff, to

- Establish a tangible 'team' culture within staff including the nurture and development of staff new to the academy
- Identify and nurture talent without regard to years of teaching experience
- 'Walk the talk' in systematically promoting good practice and addressing weaknesses.

### 4. Effective deployment of resources, to

- Assume responsibility for the optimal management of all available resources.
- Contribute to the strategic discussion regarding current facilities and potential future developments.

### 5. Promote and preserve the ethos of Bohunt Education Trust (BET), to

- Subscribe to and support the working and objectives of the BET.
- Ensure there is open accountability to students, staff, parents and carers.
- Ensure the professional development and personal accountability of all staff through the Performance Management system and in keeping with Trust policy and procedures.
- Curate and develop BET artefacts of culture.



# Person Specification

Key to evidence column: A = Application Form I = Interview

CRITERIA	ESSENTIAL	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	Successfully completed NPQH qualification		Y	A
	Masters level degree		Y	A
Knowledge and Experience	Evidence of impact of leadership at Whole School level	Y		A
	Demonstrate successful teaching experience across a range of settings	Y		A/I
	An excellent understanding of educational practice	Y		I
	Experience of adapting successful teaching practice in response to local and national demands of new initiatives		Y	I
	Practical experience of developing successful bids for grants/additional funding		Y	I
	Understanding of, and commitment to, removing barriers to learning		Y	I
	Committed to leading and establishing a vision of excellence that sets high standards for every student	Y		A/I
	Comprehensive knowledge of the safeguarding of children Evidence of improving students' outcomes	Y		I
Personal skills/qualities	Evidence of improving students' outcomes	Y		I
	Proven leadership ability in a school setting	Y		A/I
	Ability to develop teams at all levels and to delegate effectively	Y		I
	The ability to promote by personal example the positive behaviour of students within the school community and beyond	Y		A/I
	An effective communicator both within the school and the wider community, with the ability to develop key strategic partnerships	Y		I
	The ability to challenge, influence and motivate others to attain high goals	Y		I
	An ability to motivate and inspire students, through personal engagement		Y	I
	A commitment to continuously raising standards of the school	Y		I
Engage the school community in the systematic and rigorous self-evaluation of the work of the school	Y		I	
Excited by the possibilities that working within a multi-academy trust offers			Y	

Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The post is subject to an enhanced DBS check and satisfactory references.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships





## How to apply:

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis: Ross Laird:  
rlaird@academicis.co.uk or 01223 907979 / 07901 585959

Please email your application to:  
Ross Laird: rlaird@academicis.co.uk

**Closing date:** Monday 14th October 2024

**Shortlisting date:** Monday 14th October 2024

**Interviews:** Thursday 17th & Friday 18th October 2024

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