



Executive Headteacher:

Emma Hickling

Start: September 2026

HEAD OF SCHOOL POSITION (L8- 12)

Dear Candidate,

Thank you for your interest in the federation and the position of Head of School.

The ASPIRE federation was formed in September 2019, following a successful year of collaboration. The four schools are all small village schools, but work in surprisingly different contexts. Three of the schools Kingswood, Ulcombe, Leeds and Broomfield, and Platts Heath are all judged to be good by OFSTED. The first three schools have been working together since 2014, under the previous KULB federation.

The aim of the federation is to provide strong leadership across the schools, using the strengths and resources within the schools. Strategic leadership of the federation is provided by the executive Headteacher and the governing body.

In order to continue the rapid rate of improvement and our journey to excellence, we are looking to appoint a Head of School for Kingswood Primary School. The heads of school provide day-to-day management in at least one of the schools and work with the executive headteacher in providing strategic leadership across the federation. Responsibility would be given for developing teaching and learning, behaviour and safety, and assessment. The successful candidates will have the unique opportunity to work within an established federation, under the guidance of an experienced executive Headteacher.

The federation is proud of the way we are working together and are driving towards excellence in our four small but uniquely different schools. The vision of the federation is to share good practice, raise expectations and allow the pupils to

progress and achieve. The vision of the executive headteacher is one of challenge and support, with staff and pupils collaborating at all levels.

The four schools in the federation are located close to the M20 and the Kent towns of Maidstone and Ashford. The federation is situated in the heart of the beautiful Kent countryside, on the doorstep of Leeds Castle, with established village communities.

House prices remain comparatively low in areas of Kent, compared to surrounding counties and London Boroughs. The schools in the federation are within reach of London, Essex, Sussex and Surrey.

We are hoping to appoint an outstanding, innovative and inspirational leader and teacher who has proven significant academic leadership impact across a school; the ability to design and embed policy, build teams, and empower others with the same high standard is essential; and is experienced at leading change and in offering the necessary levels of support, challenge and accountability to colleagues. The successful candidates will uphold the vision of the executive headteacher, offer the necessary support and challenge to colleagues, and have strong written and verbal communication skills. We are looking for individuals who have proven excellence at, and are committed to, securing high standards, widening opportunities and raising academic attainment. You will have the opportunity to play a major role in the development of the federation.

You will relate to our ethos of 'We Aspire to Inspire' and enjoy working within a small school environment with close-knit staff teams. As an able, enthusiastic and innovative teacher, you will teach across the full range of ages and abilities and contribute significantly to leading learning.

If you are committed to playing a significant role in raising standards of learning and achievement and rapidly making a real difference to the future lives of the children of the federation schools, please return your completed application form and supporting statement of up to two sides of A4 by midday on 1st May 2026

Yours faithfully,

Emma Hickling
Executive Headteacher