

Advert

Headteacher – Estuary Academy North (Gravesend)

Alternative Learning Trust (ALT) is a multi-academy trust (MAT) for Pupil Referral Units (PRUs), Alternative Provisions (APs), and specialist settings. We are a collaborative trust and believe the most sustainable developments and improvements come from working together. We are driven to transform the educational experiences of children and young people, offering them opportunities to reach sustainable outcomes for the rest of their lives. These values are accompanied by excellent pedagogy, vibrant curriculum models, and responsible governance.

We are looking for an inspirational **Headteacher** for a permanent position at our **Estuary Academy North school**. Estuary Academy North joined our Trust in 2020, the school's most recent Ofsted outcome in July 2023 demonstrated the significant improvement journey the school had been on, achieving outstanding in personal development for the second time in succession and good in all other areas. As our Head of School moves on we are confident that the school is ready for a substantive Headteacher to lead on the next steps.

The successful candidate will be required to take this lead by September 2025. Ideally the successful candidate will be available sooner to ensure that their vision is fully included for the forthcoming year. Our new Headteacher will be solution-focussed, resilient and an exceptional communicator. They will have the ability to demonstrate high-level organisation and operational management skills in addition to exceptional strategic leadership. Our successful applicant will be an exceptional team leader bringing a relationships first approach, ensuring that our incredibly valued staff team are supported through the leadership change.

- We welcome existing or aspiring Deputy Headteachers, Heads of School or Headteachers who are relentless in their pursuit of positive outcomes for young people and willing to lead by example to effectively role model what they expect of others.
- You must have high expectations in relation to individual progress and an uncompromising ambition for all pupils to succeed.
- Partnership working is a crucial element of this role and you must have proven experience of building and maintaining successful teams and stakeholder relationships.

The successful applicant will have the following skills:

- Demonstrable track record of outstanding teaching, leadership & management experience

- Comprehensive experience of working with children or young people who have social, emotional or mental health difficulties
- The ability to analyse and confidently act upon local and national data
- The ability to respond passionately to the needs of our school community and wider local community
- The ability to stay calm in all situations

We can offer you:

- Extensive support and partnership working opportunities with our Executive Headteacher
- Regular opportunities for collaboration with Heads of schools and Headteachers within our trust but specifically our Kent & Medway school Heads who bring a range of expertise to the network available to you.
- A supportive, experienced, internal School Improvement Advisor (Deputy CEO)
- A commitment to support you in developing new skills through a wide range of professional development opportunities and experiences
- The opportunity to be a Head teacher in our school, committed to providing extensive support and inspiration for young people,
- The opportunity to work with a dedicated passionate team of professionals

Information about the school

Information about the school

Background to Alternative Learning Trust

The Alternative Learning Trust became a multi-academy trust (MAT company number 11788031) in June 2019. There are now six schools within the Trust, The Limes College, (Sutton), Estuary Academy North (EAN), Will Adams Academy, Nore Academy (Special SEMH Sheppey), Estuary Academy Island (EAI) and the Saffron Valley Collegiate. (Croydon). The Department for Education would like Alternative Learning Trust to consider taking in other alternative providers. The Trust has been established to work with Pupil Referral Units (PRUs) and alternative providers who support vulnerable students to access and engage with education. Many of our students have special educational needs and have been excluded from mainstream education.

As a Trust we have the following core set of values for our staff and the families we support: • the need for people to flourish in all areas of their lives; • we are stronger through a sense of community; • social justice is vital.

Background to our Kent Hub

Estuary Academy North

Estuary Academy is located in Gravesend, Kent and has been on a considerable and fast-paced journey, making exciting and positive strides forward. We have an amazing team who are focused on providing the best outcomes for our students, promoting positive behaviour for learning and creating a high-quality teaching environment. Ofsted say that, 'For many pupils, their time at Estuary Academy North (EAN) is transformational.' We strongly believe in this moral purpose and seek to continue to grow the exceptional team working to achieve this. With the right facilities and a well renowned SEND department, now is the time to come and work with us. Ofsted outcome – Good with Outstanding for personal development.

Will Adams Academy

Will Adams Academy is located in Gillingham and joined Alternative Learning Trust in 2022. The school has recently reorganised their structure and is working closely with our Gravesend school in sharing facilities, expertise and curriculum development. Ofsted outcome – Good. Will Adams is our smallest Kent & Medway hub school with only 65 children but it is also home to our exceptional SEMH Assessment Centre and Apollo Training programmes which are commissioned by the Medway Local Authority.

Estuary Academy Island

Estuary Academy Island is located in Sheppey, the doors of our school opened in September 2024 welcoming 115 children and young people from the Swale district who displayed a need for SEMH support during the closure of a mainstream Island school. Estuary Academy is working very closely with the new schools on the Island to ensure that the right support is offered at the right time to children and young people with SEMH Needs. This includes an assessment centre, respite provision, long stay provision and a newly developed training provision soon to be available for mainstream schools.

Nore Academy

Estuary Academy is the first SEND Free School Academy for children with Social, Emotional, Mental Health Needs school on the Isle of Sheppey.

Nore Academy is a newly built school with capacity for 120 children boasting enviable facilities including a purpose-built sports hall, 2 outside MUGAs (multi use games areas), on-site forest school area, as well as specialist classrooms including hair and beauty, a construction room, an art room and science laboratory.

Nore Academy opening in January 2025 and is establishing itself as a supportive school in the heart of the Sheppey community.