

WORKING AT ALETHEIA ACADEMIES TRUST

# Join our Team



**For appointment of:  
Executive Headteacher**



**Aletheia**  
Academies Trust

# Welcome from the CEO

## Thank you for your interest in Aletheia Academies Trust



Aletheia Academies Trust is a non-profit making charity whose vision is rooted in a determination to **improve the life chances of local children**.

Since our beginning, the Trust has adopted an operational model based upon the notion of a family of schools, understanding that like any family member, each school and each community that it serves is unique. Schools are encouraged to celebrate and explore this dimension; striving to follow the highly ethical vision of Aletheia.

The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. The Trust has grown from a single academy Trust into a multi-academy trust comprising 2 nurseries, 12 primary schools, 2 secondary schools, 2 sixth-form provisions, and now 2 all-through schools. Most recently, we proudly opened Alkerden All-Through Academy to an initial co-hort of Year 7's, with the permanent site complete with a state-of-the-art community sports facility, opening in 2026.

### Steve Carey

**Chief Executive Officer**



# Why Aletheia Trust?

**At Aletheia Academies Trust, we aim to provide an inclusive nature of high-quality leadership to deliver educational excellence.**

At the heart of Aletheia is the belief in educational excellence and the belief that Aletheia is called to serve pupils, staff, parents and the local community, by providing places where everyone has the ability to develop and thrive intellectually, socially, culturally and spiritually.

Our growing family of academies give multiple possibilities for our staff to create a career that **improves the life chances of local children.**

We aspire to nurture and empower our staff so that we unlock the potential in every learner. Guided by a shared vision of excellence, we create inspiring environments that honour and celebrate the richness of diverse backgrounds, experiences, perspectives and ideas.

Aletheia is committed to sustaining high-quality academies as well as supporting those in need of specific improvement. Our focus is to provide school improvement services that draw on the wealth of practice from across our Trust, broaden the expertise available to schools through flexible working arrangements and increase our capacity to respond quickly to the needs of individual schools. Pedagogical excellence is at the heart of all we do, with a sustained focus on collaborative and mastery learning.



# Our Schools

The Trust is a family of academies that provide an inclusive education from ages 3 years to 18 years throughout Kent; including nursery, primary, secondary, and sixth-form.



**Saint George's C of E  
All-Through School**



**Shorne C of E  
Primary School**



**St. Botolph's C of E  
Primary School**



**Stone St. Mary's C of E  
Primary School**



**Horton Kirby C of E  
Primary School**



**Sutton-at-Hone C of E  
Primary School**



**Rosherville C of E  
Academy**



**Holy Trinity C of E  
Primary School**



**Cliffe Woods  
Primary School**



**Halling  
Primary School**



**Sedley's C of E  
Primary School**



**Ditton C of E  
Junior School**



**Knole  
Academy**



**Gravesend  
Grammar School**



**Whitehill  
Primary School & Nursery**



**Alkerden C of E  
All-through Academy**

# Staff Benefits

The 2024/2025 Aletheia wellbeing survey showed 71% of staff strongly agree that Aletheia is a great place to work.

We value every one of our employees and want to give back as much as we are able to, therefore we provide a range of perks and benefits as found below:



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

**For a full range of what Aletheia Academies Trust offer, please scan:**





# Job Description

Job Title	Executive Headteacher
Location	Kent and Medway
Duration	Permanent
Work Hours	Full time
Reporting to	Directors of Education
Salary	Highly competitive and dependent on experience
Pension	Teachers' Pension Scheme



## About the Role

We are seeking an exceptional leader to join our central team as an Executive Headteacher, working across our family of primary schools. This is a unique and exciting opportunity to make a lasting impact, shaping the educational journey of children in multiple communities and **improving life chances for local children.**

As Executive Headteacher, you will collaborate closely with our inspiring Headteachers and key stakeholders to build capacity, share expertise, and drive improvement. You will play a pivotal role in leading innovation, developing professional talent, and ensuring that all pupils benefit from the highest standards of teaching, learning, and care.



# Key Responsibilities

## Strategic Leadership

- Provide proactive leadership across schools, ensuring alignment with the Trust's vision and goals
- Develop and implement Trust-wide strategies for school improvement and maintain consistency in standards across all schools
- Evaluate the schools' performance, identify priorities, and lead initiatives for continuous improvement
- Ensure all staff members embrace the Trust's vision and goals, fostering a positive culture of continuous development and lead the professional development of staff
- Collaborate with the Directors of Education to ensure strategic alignment with Trust-wide initiatives and objectives
- Ensure that succession planning is in place, supporting the development of future leaders within the schools

## Curriculum and Learning

- Oversee the curriculum implementation to ensure it meets the needs of all pupils while aligning with the overarching Trust framework
- Promote high-quality teaching across all subjects and ensure the consistent assessment of pupils to support personalised progression
- Identify and address areas for improvement in teaching and learning, monitoring interventions to ensure positive outcomes
- Lead the implementation of innovative practices that enhance the quality of education, ensuring standards are met and reported to the Directors of Education







## **Performance Management**

- Contribute to the trust wide quality assurance processes across schools to maintain high standards of education
- Lead senior and middle leaders, conducting regular performance reviews and fostering a culture of professional growth
- Monitor staff performance and pupil outcomes, using data to guide strategic decisions and improvement plans

## **Innovation and School Improvement**

- Drive innovation in teaching and learning, incorporating research and evidence-based practices to enhance pupil outcomes
- Foster a culture of self-evaluation, continuous improvement, and high expectations among staff and pupils
- Develop partnerships with other schools and professionals to create a self-improving school system
- Contribute towards the development and revision of a trust wide pedagogical approach and implementation toolkit
- Lead schools through rigorous self-evaluation processes, ensuring compliance with Trust-wide policies

This job description is not exhaustive and may be modified in consultation with the post-holder to reflect the changing needs of the school and Trust



# Person Specification

## Qualifications and Experience

- Qualified Teacher Status (QTS)
- Degree
- National Professional Qualification for Headship (or similar)
- Qualification in Executive Leadership
- Proven successful leadership as a Headteacher in a primary phase setting
- Track record of driving school improvement, raising standards and outcomes
- Evidence of effective budget and resource management
- Experience of working positively with the Governing Body
- Experience in leading multiple schools or supporting school improvement across a MAT, or group of schools, including accountability and governance

Essential

Desirable

## Skills and Knowledge

- Deep understanding of the primary curriculum, assessment methods, and pedagogy
- Knowledge of current educational legislation, Ofsted framework and safeguarding practices
- Familiarity with school improvement planning, performance data analysis, and intervention strategies
- Commitment to SEND, inclusion, and Pupil Premium strategies across diverse school communities

## Leadership Qualities

- Ability to articulate and deliver a compelling strategic vision across multiple schools
- Proven ability to inspire and lead high-performing teams across different settings
- Excellent communication, interpersonal, and negotiation skills
- Ability to hold senior leaders to account and support professional development
- Competence in managing performance, setting targets and monitoring impact
- Commitment to collaboration and partnership working, both within and beyond the Trust

## Personal Qualities

- A principled and authentic leader with a child-centred approach, who will promote the ethos and values of the Trust
- High expectations of self, staff and pupils
- Resilience, adaptability, and emotional intelligence
- Commitment to equality, diversity, and inclusive education
- A reflective practitioner, open to learning and innovation

All Essential Criteria

# Why Join Us?

This is more than a leadership role – it is an opportunity to be part of a collaborative, forward-thinking team who are passionate about making a difference. You will:

- Work alongside exceptional colleagues across a supportive, values-driven Trust.
- Shape strategy and practice across multiple schools, directly influencing hundreds of children's lives.
- Have the freedom to innovate, lead change, and see the impact of your leadership at scale.
- Be part of a vibrant community committed to excellence, opportunity, and improving local life chances.

**If you're excited by the prospect of leading beyond one school, building collaboration, and shaping brighter futures across communities, we'd love to hear from you.**



## How to Apply

If you are interested in this position and would like to have a more detailed conversation before making the decision to apply for the post, please contact:

The People and Culture Team  
[HR@aletheiastrust.org.uk](mailto:HR@aletheiastrust.org.uk)  
01474 531 495

To apply for this role, please  
visit MyNewTerm:  
**[Apply Now](#)**





# Contact Us

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