



HALLING
Primary School

Working at Halling Primary School

JOIN OUR TEAM



**For Appointment of:
Headteacher**



PROUD TO BE
Aletheia
Academies Trust



CEO's Welcome

Stephen Carey

Thank you for your interest in the opportunity to lead Halling Primary School. Halling is a school with much to be proud of, strong relationships, a positive culture and a genuine commitment to its pupils. As the school continues to grow and develop, we are looking for a Headteacher who will build on these strengths and help shape what comes next.

At Halling, children are known, supported and encouraged to do their best. There is a strong sense of community, where pupils feel safe and enjoy coming to school, and where staff are committed to creating a positive and purposeful learning environment. It is a school where care and ambition go hand in hand, providing a solid foundation for the next stage of its journey.

The school sits at the heart of its community and plays an important role in the lives of the families it serves. Since joining Aletheia Academies Trust, Halling has continued to develop while remaining true to its identity. Being part of the Trust brings opportunities for collaboration, shared expertise and professional growth, while ensuring the school retains its distinctive character.

There is much in place to be proud of. Pupils engage well in their learning, relationships across the school are positive, and there is a shared commitment to ensuring that every child is given the opportunity to succeed. The next Headteacher will have the opportunity to build on this, strengthening outcomes further, refining the curriculum and continuing to develop a culture where all pupils thrive.

We are looking for a leader who is thoughtful, visible and values-driven, with the ability to bring people together and lead with clarity and purpose. This is an opportunity to make a real difference in a school that is both grounded in its community and ambitious for its future.

We look forward to receiving your application.

Halling Primary School



Our school is at the heart of the thriving, ever-growing village of Halling.

Halling Primary School offers the opportunity to lead a school that is both rooted in its community and ambitious for its future. With a positive culture, committed staff and engaged pupils, it is a place where strong relationships underpin learning and where there is a shared belief in doing the best for every child.

As part of Aletheia Academies Trust, the school contributes to a wider endeavour, improving life chances for local children and families. This is underpinned by a clear commitment to equity: ensuring that every child, regardless of background, need or circumstance, can access a high-quality education and the opportunities they deserve. Across the Trust, there is a shared determination to understand and remove barriers so that all pupils are able to succeed.

As Headteacher, you will not be working in isolation. You will be part of a strong network of collaboration and support, working alongside colleagues across schools to share practice, develop professionally and contribute to wider improvement.

We believe in giving our Headteachers the space to lead their schools, while also providing the right level of support and challenge. There is a strong sense of collective responsibility across the Trust, with a focus on ensuring that all pupils receive a high-quality education, regardless of which school they attend.

This is an opportunity to lead with purpose, to make a meaningful difference within a school community, and to contribute to a Trust that is committed to improving outcomes and life chances for all.



The curriculum is broad and stimulating. Leaders have thoughtfully sequenced the knowledge that they want pupils to learn from Reception up to Year 6 - **Ofsted 2023**



Job Description

| | |
|---------------------|---|
| Job Title | Headteacher |
| Location | Halling Primary School |
| Duration | Permanent |
| Work Hours | Full-Time |
| Reporting to | Director for Education |
| Salary | L14 – L20 (£71,330 – £82,654 per annum) |
| Pension | Teachers' Pension |



About the Role

Halling Primary School is looking to appoint a Headteacher who will build on its many strengths and take the school forward with continued clarity, consistency and ambition.

This is an opportunity to lead a school with a positive culture, committed staff and strong community relationships. With secure foundations in place, the school is well-positioned for its next stage of development. The successful candidate will be expected to sustain what is working well, while bringing the insight and leadership needed to strengthen practice further and continue to improve outcomes for all pupils.

We are seeking an experienced and credible senior leader, ready for headship or an established Headteacher looking for a new challenge. The successful candidate will bring strong professional judgement, a clear understanding of what drives high-quality education, and the ability to translate this into consistent, day-to-day practice.

Halling is proud of its inclusive ethos and strong sense of community. The next Headteacher will be values-driven, ensuring that this ethos remains central to the life of the school, alongside a clear and consistent focus on securing the best possible outcomes for all pupils. Working closely with the Director of Education and Trust central team, the Headteacher will play an active role within the wider Trust, engaging in collaboration, sharing practice and drawing on the support available to further strengthen the school.

We are looking for a leader who is approachable, thoughtful and decisive, someone who builds trust, develops staff and is confident in leading the next phase of the school's journey.

When we asked our children about their school, they spoke confidently about feeling safe, being well supported and enjoying their learning. They value their teachers and take pride in being part of the school community. When asked what they would want from a new Headteacher, they spoke about someone who is kind, fair and visible, someone who listens to them, supports their learning and continues to make the school a place where everyone can do their best. Their views reflect the positive culture already in place and the opportunity to build on this further.



Purpose of the Role:

The Headteacher provides the day-to-day leadership of the school, ensuring that it runs effectively and continues to offer a high-quality education for all pupils. This includes working within national and local guidance, while keeping a clear focus on what makes the greatest difference to children's learning and experience.

Working closely with the Director of Education and Governing Body, the Headteacher will support a culture of ongoing improvement—building on the school's strengths, addressing any gaps and ensuring that all pupils are able to achieve well. There is also an important role in strengthening relationships with the wider community, ensuring that families feel engaged, supported and part of the school's journey.

Strategic Leadership

- Provide clear direction for the school, building on its strengths and supporting its continued development.
- Shape and deliver the school's priorities in a way that leads to meaningful improvement for pupils.
- Work collaboratively across the Trust, sharing practice and contributing to wider school improvement.

Curriculum and Learning

- Lead the development of a high-quality, engaging and ambitious curriculum that meets the needs of all pupils.
- Ensure that learning is purposeful, well-structured and supports both achievement and wellbeing.
- Use assessment and data thoughtfully to maintain high expectations and support all pupils to succeed, particularly those with SEND and those who are disadvantaged.
- Maintain a calm and positive environment where behaviour supports learning.





Supporting Staff and Performance:

- Create a culture where staff feel supported, challenged and able to do their best work.
- Provide clear feedback and professional development opportunities that strengthen teaching and leadership.
- Work with Trust leaders and Governors to ensure accountability is clear and consistent.

Safeguarding and Compliance:

- Ensure safeguarding remains strong, embedded and central to the life of the school.
- Maintain clear systems and practices that keep children safe and well supported.
- Ensure all statutory responsibilities, including Health and Safety, are met effectively.
- Promote a culture where staff feel confident to raise concerns and where these are handled appropriately.

Financial and Operational Leadership:

- Oversee the effective day-to-day running of the school, ensuring systems are clear and well managed.
- Use resources carefully and thoughtfully to support the school's priorities and long-term sustainability.
- Work with Trust colleagues to ensure staffing, finance and facilities are used effectively.

Community Engagement:

- Build strong relationships with parents, Governors and the wider community.
- Represent the school with clarity and professionalism.
- Encourage engagement that supports pupils' learning, attendance and wellbeing.

Governance and Accountability:

- Work closely with the Governing Body and Trust to ensure clear oversight and accountability.
- Provide accurate and transparent information about the school's performance and priorities.
- Ensure that risk management and statutory requirements are met consistently.

Continuous Improvement:

- Lead a culture of reflective practice, using evidence to guide decision-making.
- Draw on research and effective practice to strengthen teaching and learning.
- Ensure improvement work is focused, manageable and leads to clear benefits for pupils.



"Teachers create opportunities for pupils to collaborate successfully with each other." - **Ofsted**

Leadership and Professional Development:

- Model high professional standards and a collaborative approach to leadership.
- Support the development of staff through coaching, mentoring and opportunities to grow.
- Build leadership capacity across the school to support long-term improvement.

Other Areas of Responsibility:

- Meet the expectations set out in the Headteachers' Standards (2020).
- Ensure compliance with statutory requirements, including Health and Safety and Data Protection.
- Undertake responsibilities appropriate to the role, in line with Trust expectations.

This is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the Director of Education and Trust CEO.





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Qualifications and Experience

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| Qualified Teacher Status | X | |
| Degree or equivalent | X | |
| Evidence of successful senior leadership experience in a primary school setting. | X | |
| National Professional Qualification for Headship (NPQH) or willingness to work towards it. | | x |
| Proven experience of leading school improvement, including involvement in self-evaluation and development planning | X | |
| Demonstrable impact on improving outcomes for pupils, including those who are disadvantaged or have additional needs. | X | |
| Experience of leading and developing staff, including effective line management. | X | |
| Evidence of establishing and sustaining a culture of high expectations and aspirations | X | |
| Experience of leading or contributing to organisational change in a thoughtful and effective way. | | X |
| Secure understanding and effective implementation of safeguarding practices and procedures. | X | |
| Understanding of school finance and resource management. | X | |
| Experience of building and maintaining positive relationships with parents and the wider community. | X | |
| Awareness of Health and Safety requirements in a school context. | | X |

E = Essential

D = Desirable

Personal Qualities

- Commitment to uphold the 7 Nolan principles of public life.
- Commitment to achieve the best outcomes for all pupils and promoting the ethos and values of the Trust and school.
- Ability to work under pressure, be resilient and prioritise effectively.
- Commitment to maintaining confidentiality.
- Commitment to safeguarding, inclusion and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
- Commitment to own well-being and that of the whole school community.

Skills and Knowledge

- Data analysis skills with the ability to use data to set targets and identify weaknesses.
- Ability to conduct school self-review and evaluation.
- Effective communication and interpersonal skills.
- Ability to communicate a vision and inspire others.
- Ability to build effective working relationships.
- A sound knowledge and understanding of the barriers to learning and inclusion.
- An understanding of how to work positively with the Governing Body.

All Essential Criteria

How to Apply



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

Tim Muggridge, Director for Education
muggridget@aletheiastrust.org.uk
01 474 533 082

To apply for this role, please visit MyNewTerm:

Apply Now: [Halling Primary School, Halling, Rochester | Teaching Jobs & Education Jobs | MyNewTerm](#)

Closing Date:
9am on Monday 18th May 2026

Interview Date(s):
Wednesday 20th May 2026
& Thursday 21st May 2026



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).



Contact Us

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