EVERTON
MULTI-ACADEMY TRUST

HEADTEACHER-
MEADOW PRIMARY SCHOOL

RECRUITMENT PACK

Goodison Park, Goodison Road,
Liverpool, L4 4EL

WELCOME



At Everton Multi-Academy Trust, we are confident that every student can achieve their greatest ambitions. Our academies play a crucial role in shaping their life prospects, and we believe in fostering leadership and autonomy to prepare our learners for the future.

Our commitment to inclusivity, collaboration, and excellence ensures that all children receive the support they need to thrive academically and personally.

How we will help children achieve:

We aim to ensure the highest standard of teaching across our Trust. Our strategies include:

- increasing enrichment opportunities for our students;
- providing robust support and challenge to schools for rapid improvement;
- diminishing attainment gaps between student groups to achieve whole school success.

Our trauma-informed, attachment-aware approach supports all students, including those in referral units who may have felt isolated in the past. We develop curricula that go beyond content, focusing on foundational literacies, character qualities, and competencies.

Our commitment to excellence:

Everton Multi-Academy Trust ethos is “That will do, won’t do. For us, it is the best or nothing,” aligning with the mission of Everton Football Club, “Nil Satis Nisi Optimum”.

Our dedication to safeguarding, inclusivity, and the highest expectations drives our determination to cultivate success for our young people.

Join us:

We believe in strong community and citizenship values. Our staff benefit from strategic support while each academy retains its unique identity. By joining EMAT, you will be part of a collaborative network committed to educational excellence and community impact. Our links with Everton Football Club and Everton in the Community highlight our dedication to holistic student development. We offer a dynamic environment where professional growth, support, and shared expertise drive success.

If you share our passion for creating positive educational outcomes and making a difference, we invite you to join us and contribute to our mission of excellence and inclusivity.

Our Mission:

We are committed to creating a compassionate, collaborative, and innovative environment where inclusivity, trust, positive relationships, and a love of learning empower individuals to excel and contribute positively to our global community.

Our Values:

- **Inclusivity**: Emphasises equality, inclusion, and nurturing, ensuring everyone is valued and supported.
- **Collaboration**: Promotes teamwork, mutual support, and positive relationships, fostering a cooperative environment.
- **Respect**: Essential for communication and trust, ensuring everyone is treated with dignity and consideration.
- **Trust**: Foundational for building strong, positive relationships and effective collaboration.
- **Community**: Encompasses the sense of belonging, caring environment, and relationships, fostering a supportive and inclusive atmosphere.
- **Be kind and do your best:** Kindness shapes how we treat one another, while hard work drives high expectations and positive outcomes.

Our Goals:

We are confident that every student can achieve their greatest ambitions. Our academies play a crucial role in shaping their life prospects, and we believe that fostering leadership and autonomy is the best way to prepare our learners for the future.



ABOUT EMAT

Everton Multi-Academy Trust is proud to be part of the Everton family. Our approach to education and the learner experience embodies the philosophy of Everton Football Club, which has been a tremendous source of support and inspiration.

From the outset, we collaborated with our Founder Schools and all stakeholders to establish the core values that underpin our Trust.

We are committed to an inclusive approach that recognises and supports the needs of our staff. While our academies retain their unique identities, they also benefit from the strategic guidance of the Trust. A strong sense of community is fundamental across all our academies, with a focus on citizenship that extends beyond local and national borders, encouraging our learners to embrace their roles as global citizens.

Our reach extends throughout the Liverpool City Region and beyond, offering access to a wide range of academies across various sectors. We believe that people are stronger together, thriving when they embrace diversity and use differences to foster positive change.

The Trust's role is to unite people, promote positive communication, enhance understanding and tolerance, build trust, and improve lives.

At Everton Multi-Academy Trust, we value our people and strive to ensure that everyone within the Everton Family feels recognised, valued, and happy in their roles. Equality and diversity are central to our ethos. We believe in equal opportunities for all, ensuring that no one is discriminated against in any area of diversity.

Our Trust is committed to recruiting the best leaders, teachers, and support staff because we know that our talent is our greatest asset. We select teachers who can motivate, inspire, and support our students, understanding that our success depends on the performance of our people. We treat all staff equally, with a strong focus on the continuous development of their skills and knowledge. Best practice is shared across the Trust, the Liverpool City Region, and beyond.

Our culture of shared learning and development nurtures creativity, making our Trust a place where everyone can grow and succeed. Our environment is where educators aspire to work and where the school leaders of tomorrow emerge.

THE ROLE SUMMARY

As Headteacher, the main purpose of the role is to provide strategic, professional and cultural leadership for Meadow Primary School, ensuring every child experiences high-quality education within a safe, inclusive and aspirational environment. The Headteacher will lead the school's continued development by working collaboratively with pupils, staff, governors, families and Everton Multi-Academy Trust to secure strong outcomes, promote wellbeing and sustain a culture of high expectations, professional trust and continuous improvement. The postholder will develop and communicate a clear vision rooted in the school's vision and values and aligned with the priorities of Everton Multi-Academy Trust, leading school improvement through ambitious and inclusive teaching, learning and curriculum provision. They will promote high standards of behaviour, attendance, safeguarding and pupil wellbeing, while creating a culture where all pupils feel valued, supported and able to thrive academically, socially and personally.

The Headteacher will fulfil the professional responsibilities set out within the School Teachers' Pay and Conditions Document (STPCD), Teachers' Standards and Headteachers' Standards, while ensuring compliance with statutory safeguarding and regulatory responsibilities. The role includes leading, supporting and developing staff through a culture of collaboration, accountability and professional growth, alongside the effective and sustainable management of finance, staffing, premises, health and safety and operational systems. The Headteacher will work closely with governors, Trust leaders, external agencies and the wider community to strengthen opportunities and outcomes for pupils, while promoting equality, diversity and inclusion in all aspects of school life and ensuring every member of the school community feels safe, respected and valued.

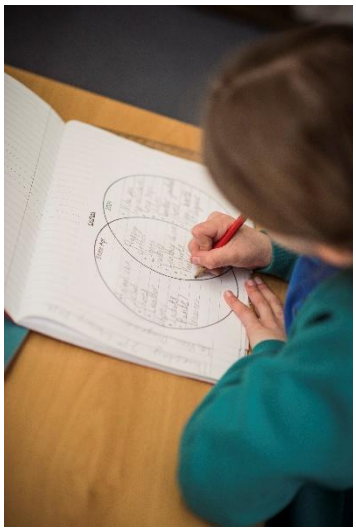
Salary: Headteacher Group 3 (dependent on knowledge, skills and experience): L11 – L24 (£70,752 - £96,217)

Contract: Full-time, permanent

Location: Meadow Primary School, Dolphin Crescent, Ellesmere Port, Cheshire, CH66 4SZ

Accountable to: Local Governing Board and the CEO of Everton Multi-Academy Trust

Start date: 1st September 2027



HEADTEACHER: JOB DESCRIPTION

Key Accountabilities (and specific duties/responsibilities).

Key Responsibilities

Strategic Leadership

- Develop and communicate a clear vision and ethos for the school, rooted in Meadow vision 'Inspiring a Love of Learning and our values 'Ready, Respectful and Safe'. These are aligned with the strategic priorities of Everton Multi-Academy Trust.
- Lead school improvement planning, setting ambitious yet achievable priorities for pupil achievement, personal development and school culture.
- Work collaboratively with governors, Trust leaders, staff, families and the wider community to achieve shared goals and strengthen the school's future development.

Teaching and Learning

- Ensure a broad, balanced and inclusive curriculum that meets the needs of all pupils.
- Ensure the curriculum remains ambitious, inclusive and coherently sequenced, building on the school's established strengths and supporting continued high standards of teaching, learning and pupil achievement.
- Monitor and evaluate the quality of teaching and learning, driving continuous improvement and ensuring alignment with Trust priorities and evidence-informed practice.
- Promote high standards of behaviour, attendance, safeguarding and pupil engagement

Safeguarding

- Act as the Deputy Designated Safeguarding Lead (DDSL) , supporting the Designated Safeguarding Lead (DSL) and the two DDSLs.
- Ensure the DSL maintains up-to-date safeguarding training and ensures compliance with statutory guidance, including Keeping Children Safe in Education.
- Promote a strong culture of vigilance, safety and safeguarding across the school community.

Staff Leadership and Management

- Lead, support and develop staff through a culture of collaboration, accountability, professional growth and wellbeing.
- Oversee staff recruitment, induction, appraisal and continuing professional development.
- Manage staff deployment and organisational structures effectively to support high-quality provision and curriculum delivery.
- Promote staff wellbeing and sustainable workload practices in line with Trust values and national guidance.

Pupil Outcomes and Wellbeing

- Set high expectations to ensure every pupil achieves their full potential academically, socially and personally.
- Oversee the implementation of effective assessment, monitoring and pupil progress systems.
- Sustain and enhance the school's strong culture of belonging, ensuring that pupils' voice, views and contributions are valued and continue to shape and enrich school life.
- Promote the wellbeing, personal development and safeguarding of all pupils.

School Management and Administration

- Manage the school's resources efficiently and effectively, including finance, premises, staffing, health and safety and operational systems, in line with Trust policies and statutory requirements.
- Ensure resources, staffing and school provision are managed strategically and sustainably to support long-term school improvement.
- Ensure compliance with statutory requirements, policies and procedures.
- Report to and work closely with the Local Governing Committee and Trust leadership.

Community Engagement

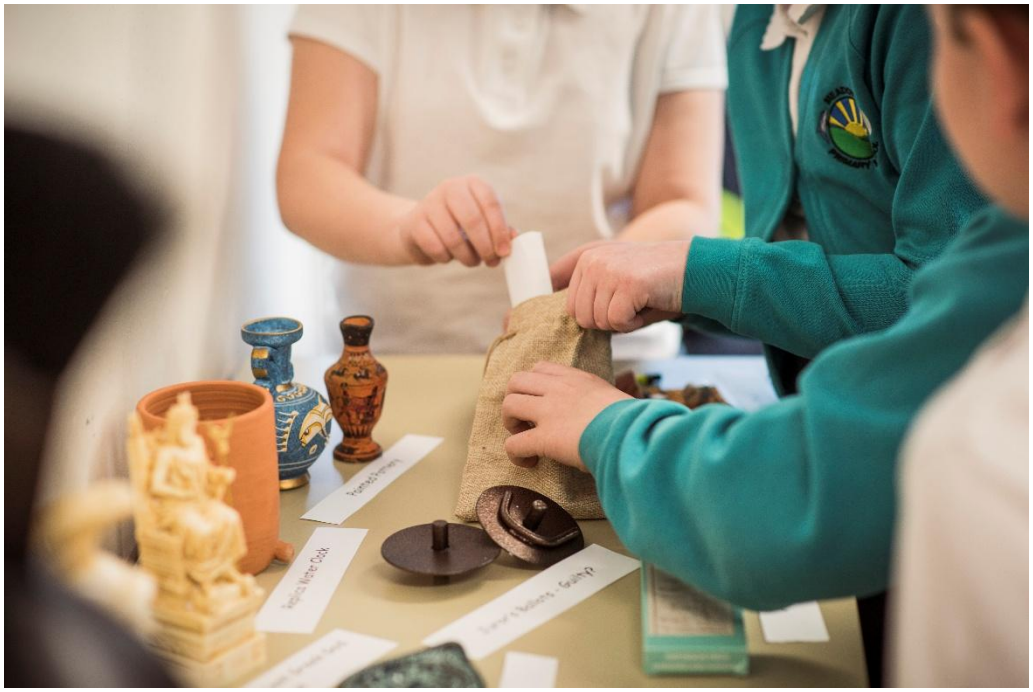
- Build strong, positive relationships with parents, carers and the wider community.
- Promote the school confidently and positively within the local community and across the Trust.
- Work collaboratively with external agencies, the local authority and Trust partners to enhance opportunities and outcomes for pupils.
- Ensure pupil voice, personal development and wider enrichment opportunities remain central to school life.

Equality, Diversity and Inclusion

- Demonstrate a strong commitment to equality, diversity and inclusion in all aspects of school life, ensuring compliance with the Equality Act 2010 and fostering a culture where every member of the community feels valued and respected.

This list is not intended to be exhaustive and may evolve in response to the needs and priorities of the Trust. The Headteacher is expected to demonstrate professionalism, collaboration and flexibility in fulfilling the responsibilities of the role and supporting the wider strategic objectives of the Trust.

The post holder may also be required to undertake such other duties as are reasonably commensurate with the nature, level and scope of the post.



PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done
Desirable: Requirements that would enable the candidate to perform the job well

Evidence: A – Application form, I – Interview, R – Reference

Qualifications	**Essential**	**Desirable**	**Evidence**
Qualified Teacher Status (QTS)	✓		A
Evidence of recent and relevant professional development	✓		A
National Professional Qualification for Headship (NPQH) or equivalent leadership qualification, or a commitment to undertake relevant professional development		✓	A/I
Experience	**Essential**	**Desirable**	**Evidence**
Substantial experience within primary education, including successful senior leadership experience	✓		A / I / R
Experience of working collaboratively within a Trust, partnership or wider school improvement network	✓		A / I
Experience of working in a school of a similar size or context		✓	A / I
Experience of working effectively with governors and external partners	✓		A / I
Experience of leading curriculum development and embedding effective assessment practices		✓	A / I
Experience of school inspection preparation, external review processes or wider Trust initiatives		✓	A / I

Skills & Knowledge	Essential	Desirable	Evidence
Deep understanding of effective teaching, learning and assessment within primary education	✓		A / I
Ability to analyse data, identify priorities and monitor progress effectively	✓		A / I
Strong leadership, people management and organisational skills	✓		A / I
Excellent communication and interpersonal skills	✓		A / I
Secure knowledge of safeguarding, SEND and inclusive practice	✓		A / I
Ability to lead organisational change sensitively, strategically and collaboratively	✓		A / I
Personal Qualities	**Essential**	**Desirable**	**Evidence**
High expectations for self, staff and pupils	✓		A / I / R
Commitment to equality, diversity and inclusion in line with statutory requirements	✓		A / I
Resilience, integrity and a positive approach to challenge and change	✓		A / I / R
Ability to inspire confidence, trust and motivation within staff, pupils and the wider community	✓		A / I / R
Strong moral purpose and commitment to improving outcomes for all children	✓		A / I / R

HOW TO APPLY



Everton Multi-Academy Trust values equality and diversity and is committed to safeguarding and promoting the welfare of children and young people. As such, we expect all staff and volunteers to share this commitment.

Applicants will be subject to safer recruitment practices, including satisfactory references and an enhanced DBS check.

For more information about the role, or for an informal chat, please reach out to Sharon Smith, Chair of Governors, at ssmith@meadow.cheshire.sch.uk

Applicants should submit an application form and covering letter of application which fully addresses the competencies outlined in the job description and person specification.

Closing date for applications is Friday 27th November 2026.

Interviews:

The selection process will take place over two stages. The first stage will involve an interview with a student panel, which will be held at Meadow on the afternoon of **Thursday 10 December 2026**. Candidates progressing to the next stage will be invited to attend a formal interview on **Friday 11 December 2026.**

School Visits:

Prospective candidates are warmly encouraged to visit the school. The following dates and times are available for informal school tours:

- Tuesday 10 November at 10.00am
- Monday 16 November at 2.00pm
- Wednesday 18 November at 1.00pm

To arrange a visit, please contact the school office to confirm your preferred date and time.

DATA PROTECTION

Protecting your personal data is of the utmost importance to the Trust and we take this responsibility very seriously. Any information obtained by the Trust is held and processed in accordance with the relevant data protection legislation. The data you provide with us will be securely stored by the Trust in accordance with the General Data Protection Regulation (GDPR).

You do have the right to object to us processing your data in this way.

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