



**Rosherville**  
Church of England Academy

Working at Rosherville C of E Academy

# Join our Team



**For appointment of:  
Headteacher**



Diocese of  
**Rochester**



PROUD TO BE  
**Aletheia**  
Academies Trust



## CEO's Welcome Stephen Carey

**Thank you for your interest in this exciting opportunity at Rosherville Church of England Academy. I hope that the information within this pack gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.**

Rosherville C of E Academy is a vibrant school that embodies the very essence of what it means to thrive in a supportive, inclusive environment. In January 2026, the school will embark on an exciting new chapter, relocating to a modern, purpose-built facility located within the new Cable Wharf development in Northfleet. The relocation will allow the school to grow, in line with demand, given its popularity and strong reputation. There will be a phased increase in pupil numbers allowing the school to manage eventual growth to 2 forms of entry, a nursery and a 15 place Specialist Resource Provision.

Rosherville C of E Academy is a welcoming school, known for its dedicated staff, delightful pupils, and supportive community. Its values are at the heart of everything, ensuring children are nurtured to become independent, responsible citizens with a lifelong love of learning.

As part of the Aletheia Academies Trust, Rosherville C of E Academy benefits from being part of a wider family of schools.

This connection fosters wider opportunities for the pupils, shared professional development, the exchange of best practices and access to resources that enhance the educational experience for the whole school community.

The Trust provides strategic support, from leadership guidance to operational efficiencies, ensuring the school is well-equipped to meet the needs of its growing community. Aletheia's commitment to nurturing each school's distinctiveness ensures Rosherville C of E Academy retains its unique identity while benefiting from the collective strength of the Trust.

This partnership has been instrumental in preparing Rosherville C of E Academy for its relocation and expansion, ensuring the school is positioned to flourish in its new state-of-the-art facility whilst continuing to provide exceptional education rooted in Christian values.

I warmly invite you to discover more about Rosherville C of E Academy and see first-hand why it is such a special place for children and staff to learn, grow and flourish.

**Flourishing through faith and fellowship to aspire, believe and achieve**



# Rosherville Church of England Academy



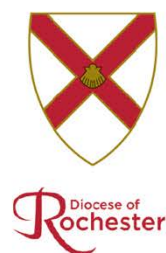
Rosherville C of E Academy is a welcoming school currently situated in Northfleet, on the edge of Gravesend town centre. Serving a vibrant and diverse community, it fosters an inclusive and supportive environment for all.

Despite its current cohort size, Rosherville C of E Academy is brimming with opportunity. The school's curriculum provides hands-on, engaging learning experiences. The diversity of the school community enriches the school culture, creating an environment where every child feels valued and supported.

In January 2026, the school will relocate just minutes away to a brand-new facility at the heart of the exciting Cable Wharf development. This new location will establish Rosherville C of E Academy as the hub of a thriving riverside community. The move marks a transformative chapter for the school, as it grows from a PAN of under 30 per class to two-form entry, when fully expanded. The new site will also include a nursery, Specialist Resource Provision and community-focused facilities such as a dedicated specialist science classroom and an all-weather sports pitch, designed to enhance both learning and local engagement.

This significant milestone reflects the commitment and vision of the hardworking staff and Governing Body, who have been instrumental in shaping this transition. Guided by the ethos, **"Flourishing through Fellowship to Aspire, Believe, and Achieve,"** the passionate school team are committed to creating an environment where every child is seen and empowered to succeed.

Collaboration across the school and wider Trust ensures shared learning experiences that are both enriching and enjoyable. As Rosherville C of E Academy moves to its new home, this spirit of partnership will remain central, ensuring all staff continue to provide valuable, memorable experiences that enable every child to flourish and reach their full potential.



# Job Description

<b>Job Title</b>	Headteacher
<b>Location</b>	Cable Wharf, Northfleet, Kent
<b>Duration</b>	Permanent
<b>Work Hours</b>	Full-time
<b>Reporting to</b>	Director of Education
<b>Salary</b>	L11 – L17 (moving to a range of L18 – L24 as the school grows)
<b>Pension</b>	Teachers' Pension Scheme
<b>Start date</b>	April, June or September 2025



## Leading Rosherville Church of England Academy into a Bright New Era

As the new Headteacher of Rosherville C of E Academy, you will have the unique opportunity to lead this school into the next exciting chapter of its journey. This pivotal leadership role comes at a crucial time, as the school prepares for relocation to a state-of-the-art facility and embarks on a journey of growth and expansion.

The Headteacher, with the support of the Trust, will be instrumental in managing a smooth transition to the new site, ensuring that the school's strong Christian ethos and commitment to inclusivity, academic excellence, and student well-being remain at the forefront. This is a rare opportunity to shape the future of a vibrant, evolving community school, as it gradually increases to two-form entry.

We are seeking a driven and values-led leader who can build on our current strengths while fostering a culture of continuous improvement. The ideal candidate will reassure existing families and inspire prospective parents, championing Rosherville C of E Academy as a diverse, forward-thinking and creative school. Throughout this period of change, your dynamic leadership, energy and compassion will motivate staff, inspire pupils, and build confidence in the community.

As the school's ambassador in its new home, you will play a vital role in promoting its exceptional educational provision and establishing its reputation within the wider community. Aletheia Academies Trust will provide collaborative support, enabling you to access resources, implement innovative practices and drive strategic improvements in teaching, learning, and student outcomes.

As the school grows, so will your role, with ample opportunities for professional development and leadership expansion. There is an expectation that as the school expands, the Headteacher will make accelerated progress through the leadership pay scale.

You will be a visible and inspiring presence, setting the tone for a culture of excellence, inclusivity, and aspiration. This is an extraordinary opportunity for a dedicated and passionate leader to shape a school with a bright and exciting future.

# Key Responsibilities



## Purpose of the Role:

The Headteacher is responsible for the day-to-day professional leadership and management of the school, ensuring that it operates within the parameters of local and national guidance and legislation. In consultation with the Director of Education and Governing Body, the Headteacher promotes a high standard of education and supports a culture of continuous improvement, closing achievement gaps and encouraging community engagement.

### 1. Strategic Leadership:

- ♥ Lead the strategic direction and vision of the school, aligned with the Trust's overarching goals.
- ♥ Develop and implement the school's strategic intent to promote improvement and excellence.
- ♥ Collaborate with other schools and Trust leaders to share insights and best practices to ensure the highest educational outcomes for all.

### 2. Curriculum and Learning:

- ♥ Lead the design and delivery of a high-quality, engaging and ambitious curriculum that meets statutory requirements and the needs of the pupils.
- ♥ Oversee curriculum development, focusing on rich learning opportunities and pupil well-being.
- ♥ Effectively use data to set and maintain ambitious standards for all pupils, with particular attention to SEND and disadvantaged groups.
- ♥ Ensure standards of behaviour are exemplary to foster an environment in which learning can thrive.

### 3. Performance Management:

- ♥ Manage the performance of staff ensuring high standards of teaching, learning, and behaviour.
- ♥ Conduct performance reviews, identify areas for improvement, and provide professional development opportunities.
- ♥ Work closely with Trust leaders and the Governing Body to uphold policies and ensure accountability.





#### 4. Safeguarding and Compliance:

- ♥ Serve as a Designated Safeguarding Lead and embed robust safeguarding practices.
- ♥ Ensure all safeguarding and child protection policies are implemented and reviewed regularly.
- ♥ Oversee the school's adherence to statutory guidance including Health and Safety regulations.
- ♥ Ensure all staff and volunteers feel able to raise concerns about unsafe practice regarding children, and such concerns are addressed sensitively and effectively.

#### 5. Financial Management and Accountability:

- ♥ Manage the school's budget and resources, ensuring financial sustainability and alignment with strategic objectives and Trust requirements.
- ♥ Work with Trust central services to ensure effective deployment of resources and facilities.
- ♥ Ensure the effective day-to-day operation of the school, including building management and staff welfare.

#### 6. Community Engagement:

- ♥ Act as the primary representative of the school within the local community, fostering strong relationships with parents, governors, and local stakeholders.
- ♥ Work with the Trust to ensure all stakeholders embrace the school and wider Trust vision.
- ♥ Promote the school's values and encourage community involvement in supporting pupil achievement, good attendance and well-being.

#### 7. Governance, Accountability and Risk Management:

- ♥ Work in partnership with the Trust and the Governing Body to deliver the school's strategic objectives.
- ♥ Provide transparent reports on school performance, ensuring compliance with Trust and statutory governance frameworks.
- ♥ Ensure robust risk management, Health and Safety and quality assurance procedures are in place.



"A small school with big aspirations where everyone goes above and beyond."  
- Ofsted

## 8. 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.

## 9. Leadership and Professional Development:

- ♥ Be a role model in professional conduct and high standards, creating a culture of collaboration and accountability among staff.
- ♥ Support staff continuous professional development through coaching, mentoring and succession planning, ensuring a focus on teaching quality and leadership growth.

## 10. Other Areas of Responsibility

- ♥ The Headteacher will meet the requirements of the Headteacher Standards 2020.
- ♥ The Headteacher will work in compliance with the Trust's Health and Safety Policies under the Health and Safety Act (1974), ensuring the safety of all parties in the premises controlled by the school.
- ♥ The Headteacher will ensure compliance with the Data Protection Act (2018) and the Freedom of Information Act.

*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.*



**“Rosherville Church of England Academy is a friendly place where everyone cares about each other.”**  
- Ofsted

# Person Specification



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## Qualifications and Experience

♥ Qualified Teacher Status.	✓	
♥ Degree.	✓	
♥ National Professional Qualification for Headship.		✓
♥ Existing Headteacher or Deputy Headteacher looking for Headship.		✓
♥ Involvement and leadership in school self-evaluation and development.	✓	
♥ Demonstrable experience of successful line management and staff development.	✓	
♥ Experience of creating a culture of high expectations and aspirations.	✓	
♥ Ability to provide constructive and sensitive management of significant change within an organisation.		✓
♥ Effective implementation of processes to safeguard and promote welfare.	✓	
♥ Understanding of school finances.	✓	
♥ Building and maintaining effective relationships with parents and the community.	✓	
♥ Experience of a school with Religious Character.		✓
♥ Awareness of Health and Safety legislation in relation to school leadership.		✓
♥ Experience of supporting school expansion.		✓

## 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.

## 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 inclusion and equality.
- ♥ Ensuring that personal beliefs are not expressed in ways that exploit the position.



# How to Apply



If you are excited by this role and believe you have the values, vision, and expertise to lead our school through this exciting period of development, then we would love to hear from you.

**Jo Barker-Platt, Director of People and Culture**

[HR@aletheiaacademies.org.uk](mailto:HR@aletheiaacademies.org.uk) 01474 533 082.

To apply for this role, please complete our

[Online Application Form](#)

**School Visits Available:**  
w/c 6<sup>th</sup> January 2025

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**Closing Date:**  
16<sup>th</sup> January 2025 (midday)

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**Interview Date(s):**  
27<sup>th</sup> & 28<sup>th</sup> January 2025



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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