



Candidate Information Pack Executive Headteacher

Welcome

Thank you for your interest in becoming the next Executive Headteacher of Chesterton Community College. This is a rare and exciting opportunity to lead an outstanding school at the heart of one of the region's highest performing Trusts, while also shaping excellence across the wider system.

This role combines full-time leadership of Chesterton with strategic trust-wide influence, including driving best practice across the Eastern Learning Alliance (ELA) and contributing to external outreach and national programmes. Examples include Chesterton's work as a DfE Attendance & Behaviour Hub and the Trust's involvement in the DfE's RISE initiative, where ELA acts as a supporting organisation and the CEO serves as a RISE adviser, as well as developing broader work in sharing best practice regionally and nationally to support schools in improving outcomes for disadvantaged students. It is an exceptional opportunity for an educational leader who is passionate about school improvement at scale, collaborative innovation, and delivering world-class outcomes for all.



Chesterton Community College

Chesterton Community College in Cambridge is a high-performing secondary school with a strong reputation for academic excellence and inclusive education. Our vision is to provide an exceptional education for every student, regardless of background, and to prepare them for success in a global society.

Chesterton's World Class Vision

At Chesterton, being world class is not simply about outstanding exam results; it is about creating a school where every individual thrives, belongs, and is prepared to lead in a rapidly changing world.

We want every student to experience a rich, inclusive, and empowering education that nurtures curiosity and ambition. Students at Chesterton are active participants in their learning, with real opportunities to develop leadership and agency. Those who struggle to engage are supported and uplifted with the aim that every young person leaves us as a confident, compassionate and globally aware citizen.

Our staff are central to this mission. We believe that extraordinary teachers change lives, and so we invest in their growth, wellbeing, and professional development. Chesterton is a place where staff are nurtured, challenged, and celebrated. Our culture is built on trust, ambition, and a shared sense of purpose.

Innovation is at the heart of our approach: grounded in evidence, responsive to evolving needs, and embedded in curriculum, pedagogy, and leadership. We strive to lead rather than follow in the use of technology, curriculum design, and educational strategy.

Finally, we are committed to a deep sense of belonging and global citizenship. Chesterton is a community where all students and staff feel valued, and where intercultural awareness and active citizenship are embedded throughout school life.

Chesterton's Place in the Eastern Learning Alliance

Chesterton is a flagship secondary school within the Eastern Learning Alliance (ELA): a high-performing Trust spanning Cambridgeshire and Norfolk, incorporating primary, secondary, sixth form, and special schools.

ELA's mission is to bring transformational education and enhanced life chances to communities across the region. The Trust is guided by four core values:

- **Education:** Delivering world-class education through dynamic, discussion-based, evidence informed-teaching.
- **Inclusivity:** Ensuring full access to curriculum, leadership, and enrichment.
- **Experience:** Providing rich curricular and extracurricular opportunities for all learners.
- **Collaboration:** Encouraging shared leadership and innovation across all schools.

The Trust provides the right balance of autonomy and central support. Expert Trust teams lead on safeguarding, SEND and inclusion, behaviour, attendance, and quality assurance, creating strong networks that celebrate success, share best practice, and support improvement.

Foundational strategies such as consistent use of devices, high-quality curriculum resources, and our feedback book approach ensure coherence and excellence across schools, while still allowing each school to express its unique context and strengths.

ELA supports almost 6,000 learners and is recognised for excellence in outcomes, inclusivity, staff wellbeing, and collaboration.

A Unique Executive Leadership Opportunity

As Executive Headteacher of Chesterton, you will benefit from the exceptional environment described above as well as playing a major role in shaping the educational landscape beyond the school, through:

- Leading Chesterton day-to-day as a high-performing, innovative and inclusive school.
- Sharing and modelling best practice across ELA, supporting other school leaders and contributing to trust-wide improvement.
- Developing and expanding outward-facing work and system-leadership partnerships for example:
 - Chesterton's role as a DfE Attendance & Behaviour Hub.
 - Trust-wide involvement in the DfE RISE programme, where ELA acts as a supporting organisation.
 - Partnerships with regional, national, and international organisations aligned with Chesterton's world-class vision.
- Serving as a key member of the Trust's Executive Team, working closely with colleagues champion and drive excellence across the Trust.

For a leader driven by impact, collaboration, and educational excellence, this role offers a unique platform to influence not only one outstanding school but the wider system.

Who are we looking for?

Our next Executive Headteacher will:

- Be an experienced headteacher with a demonstrated track record of success.
- Be dedicated, ambitious, and committed to excellence.
- Champion equity and inclusion in every aspect of leadership.
- Demonstrate intellectual rigour and strategic insight.
- Inspire through positivity, integrity, and authenticity.
- Build strong relationships with students, staff, families, and the wider community.
- Embrace the opportunity to contribute to Trust-wide and national school improvement initiatives.
- Thrive in a role combining deep local leadership with outward-facing system influence.

What can ELA offer you?

ELA offer a sector leading staff benefits offer alongside bespoke, high quality CPD programmes, cross-trust events, and exceptional opportunities for career development within our innovative family of schools.

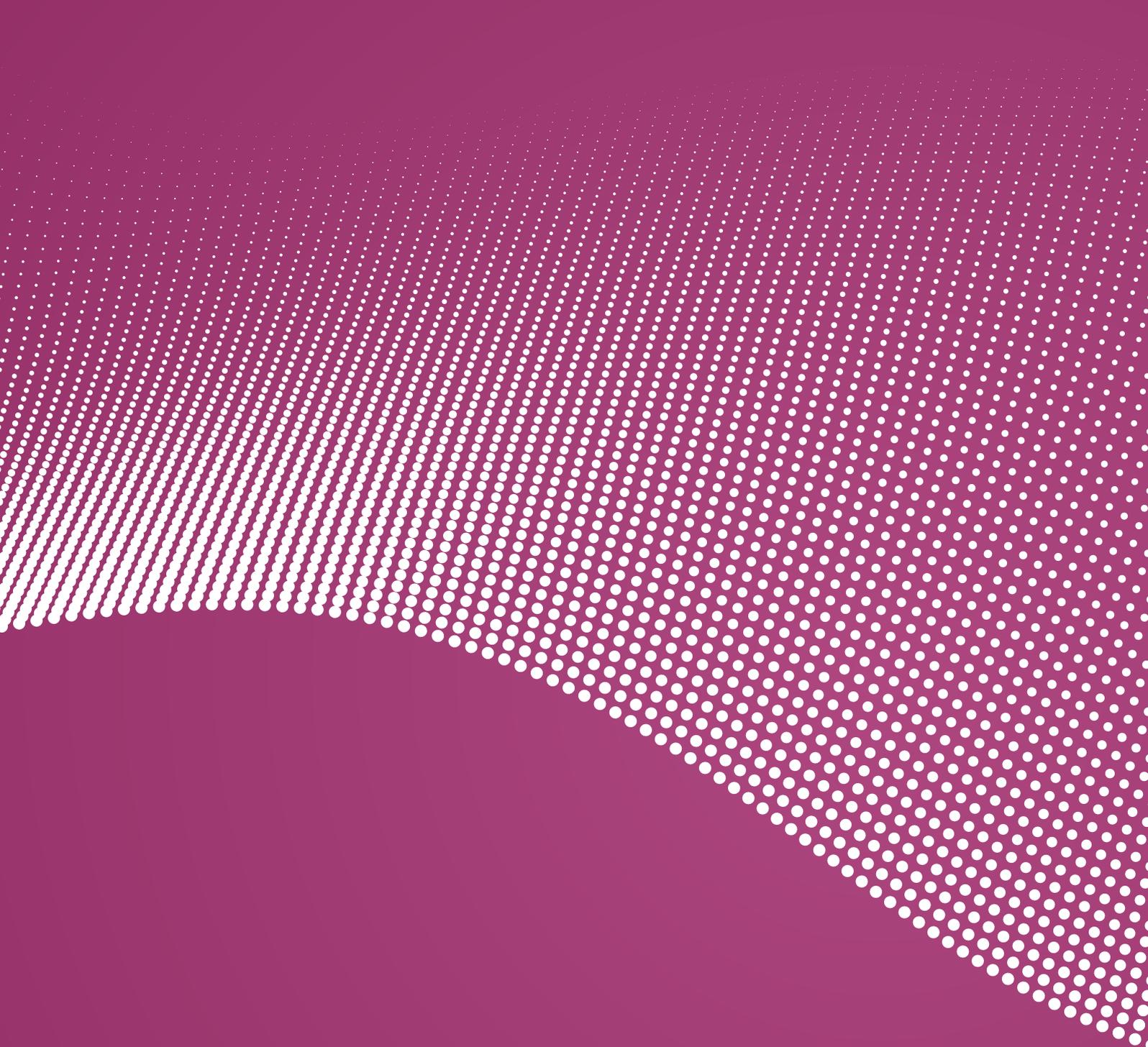
ELA know that our strength is our people, so we prioritise staff wellbeing, retention and development. Over 95% of ELA staff say they're proud to work in their school.

ELA are firm believers in the power of recognising, celebrating, and rewarding talent: our track record in terms of retention, internal promotion opportunities and wider career development is excellent.

ELA staff enjoy a sector leading staff benefits package alongside bespoke, high quality CPD programmes, cross-trust events, and exceptional opportunities for career development within our innovative family of schools.

ELA staff benefits include:

- Reduced contact time to enable professional development;
- EAP with access to counselling & physiotherapy;
- Health care cash plan;
- Paid annual family day;
- Extensive discount club access;
- Cycle to work & electric car lease schemes;
- Enhanced parental leave;
- Flexible work practices;
- Laptop & mobile phone payment plans;
- Ticket ballots for high profile events;
- Generous annual leave allowance for support staff;
- Discounted gym membership for all staff.



Find out more about Chesterton Community College
ccc.tela.org.uk

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tela.org.uk