

DMAT
Getting Better Never Stops



HEADTEACHER

(£78,702 - £86,803)

Required from: January 2026 or April 2026



OAK TREE PRIMARY SCHOOL



Welcome from the CEO



At DMAT, we believe in putting people first.

All children are entitled to an excellent education, and staff are our most important asset. Guided by our strong moral purpose, we serve our communities with integrity and collaboration is at the heart of everything we do.

You will enjoy working strategically and operationally, with a passion for teaching and learning, and a commitment to the best for every child. We are seeking to appoint a visionary headteacher with proven impact in school improvement who has a deep understanding of curriculum and pedagogy, and a passion for inclusive learning, sharing our values and vision to lead Oak Tree on the next exciting stage of their journey.

This is such an exciting opportunity. Although our school still has a Requires Improvement judgment, we have strong foundations to build upon having made rapid progress. We achieved our best-ever results this summer, with the majority of areas above national averages. We have recently appointed an excellent Deputy Headteacher and you will lead a committed and welcoming team. We are a school and trust who place children at the heart of all that we do.

Our dedicated staff, committed governors, and families work together to ensure every child thrives. If you are ready to make a lasting impact and lead with integrity, resilience, and heart, we would love to hear from you. You will be well supported in role by DMAT and you will have full access to our Research School and a range of leaders.

We warmly invite you to visit or to arrange a call with the CEO/Deputy CEO, our contact details are at the foot of the next page

Thank you for your interest and we look forward to hearing from you.

Sue Marrooney, MBE

DMAT CEO





Who are DMAT?

Our Trust



Durrington High School



The Laurels Primary School



Oak Tree Primary School



Ringmer Primary & Nursery
School



Durrington Research School



The South Downs SCITT

DMAT
Getting Better Never Stops



Durrington Multi Academy Trust is a growing trust based in West Sussex. Founded in 2014, we are committed to investing in our staff and leaders so every child achieves success. The trust applies evidence informed approaches to all aspects of its work.

Contact

☎ 01903 705631

✉ admin@dmateducation

🌐 www.dmateducation

👤 [@dmateducation](https://www.instagram.com/dmateducation)

OUR SCHOOL



Oak Tree Primary School is a happy, vibrant, inclusive and nurturing learning environment at the heart of its community. We have an experienced, dedicated staff who deliver an engaging and rich curriculum to ensure that all children are able to reach their full potential. From their beginnings with us in our Foundation Stage through to Year 6. Our rich and ambitious curriculum ensures that they are ready for the next steps in their learning. Our families, staff and governors work closely together and support personal growth and development so that our children are resilient, confident, respectful and kind.

Oak tree Primary School is proud to be part of the Durrington Multi Academy Trust (DMAT) which believes that every child had the right to an excellent education and the opportunity to achieve well, regardless of their starting point. As a team we have high expectations of success for our children.



RESPECT BELIEVE ACHIEVE

Why Choose Us?



Our Philosophy

- Our moral purpose underpins all that we do: we serve our communities
- All children are entitled to an excellent education and it is our job to ensure this



We have a sustained track record of school improvement and of recruiting and retaining excellent staff



Support and Guidance

- As a headteacher with DMAT, you are never alone. You will enjoy excellent support from Trust and other school leaders
- As a group of teachers, we are passionate about our work

STAFF BENEFITS



Virtual Doctor Service – 24/7 GP access with online consultations from home or work.



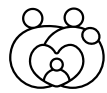
Counselling & Wellbeing Support – Confidential help when you need it.



Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.



Legal & Medical Advice Lines – Expert guidance at your fingertips.



Family Cover Included – Children under 18 at no extra cost.

**DMAT STAFF HAVE
ALREADY SAVED
OVER £8,000 IN
MEDICAL COSTS
SINCE APRIL 2025**



JOB DESCRIPTION

HEADTEACHER (£78,702 - £86,803)

CORE PURPOSE

To lead Oak Tree Primary School with vision, integrity, and ambition - ensuring every child thrives academically, socially, and emotionally in a nurturing and inclusive environment rooted in the schools values and community spirit

STRATEGIC LEADERSHIP

- Develop and implement a clear strategic vision aligned with the school and trust values
- Drive continuous school improvement, fostering evidence informed, high quality teaching
- Promote a culture of high expectations and achievement for all pupils and staff
- Work collaboratively with all stakeholders to make Oak Tree the school of choice.

QUALITY OF EDUCATION

- Ensure consistently high standards of teaching and learning across all year groups
- Use data and evidence to monitor progress and improve outcomes
- Champion a rich and ambitious curriculum that engages and stretches all pupils

STAFF DEVELOPMENT

- Lead, inspire, support, and motivate a dedicated team of staff
- Promote professional development and collaborative practice
- Ensure effective performance management and staff well-being
- Further develop a positive, respectful and collaborative staff culture.

SAFEGUARDING & INCLUSION

- Uphold the highest standards of safeguarding and child protection
- Foster an inclusive environment where every child feels safe, valued, and supported
- Work closely with families and external agencies to meet pupils individual needs
- Act as the designated safeguarding lead, ensuring systems and training are in place

FINANCE & OPERATIONAL MANAGEMENT

- Work with Trust leaders to manage the schools budgetary responsibly, ensuring resources are used to effectively support learning
- Oversee the maintenance and development of school site and facilities
- Ensure compliance with statutory requirements and policies inc Health and Safety

COMMUNITY ENGAGEMENT

- Strengthen relationships with parents, carers, and the wider Burgess Hill community
- Represent Oak Tree Primary School positively in local partnerships and networks
- Ensuring alignment with the trusts principles in practice and six pillars of education.

PERSON SPECIFICATION

HEADTEACHER



The successful candidate will demonstrate the skills, experience, and personal qualities required to lead Oak Tree Primary School with vision, integrity, and ambition. This specification outlines the essential and desirable attributes needed to ensure high standards of education, strong leadership, and a commitment to the values and ethos of our school and trust.

QUALIFICATIONS & EXPERIENCE

- Qualified Teacher Status (QTS)
- Extensive senior leadership experience in primary education, including a minimum of two years as Deputy Head if not an existing Headteacher.
- Proven track record of raising standards and improving outcomes for pupils
- Experience of managing staff performance and leading professional development

LEADERSHIP & MANAGEMENT

- Strong strategic leadership skills with the ability to inspire and motivate others
- Ability to articulate and implement a clear vision for school improvement
- Experience of effective budget management and resource allocation
- Commitment to inclusive education and safeguarding

TEACHING & LEARNING

- Deep understanding of curriculum and pedagogy
- Ability to use data to monitor progress and inform decision-making
- Commitment to high expectations for all learners, regardless of background or ability
- Proven track record of using research to impact on school improvement

PERSONAL QUALITIES

- A strong, visible leader who is approachable and empathetic
- High levels of personal integrity, resilience, and emotional intelligence
- Excellent communication and interpersonal skills
- Commitment to the values and ethos of Oak Tree Primary & DMAT.

COMMUNITY & GOVERNANCE

- Ability to build strong, effective relationships with pupils, trust staff, parents, governors, and wider community
- Experience of working collaboratively with governing bodies and external partners
- Willing to be an active and engaged presence in the Burgess Hill community.



SAFEGUARDING

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust.

Staff are supported through regular training and are expected to adhere to the Trusts Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, religion, disability, sexual orientation and beliefs.

HOW TO APPLY

Please complete the application form found [here](#) or by scanning the QR code below. Please include a supporting statement (maximum of 2 A4 pages) to include:

- Why you want to be our new headteacher and your vision for Oak Tree Primary School
- How the impact and experiences you have had make you a strong candidate

Please also include a separate document that provides data and evidence demonstrating your impact as a senior leader on school improvement

If you have any questions, please contact kcopley@dmat.education
01903 705631

Closing date: Monday 13th October 2025

Interview dates: Wednesday 22nd & Thursday 23rd October 2025

We reserve the right to close the advert
early should we deem it necessary

