Headteacher Recruitment 2027 Welcome Pack



nexus Multi Academy Trust
Learning together to be the best we can be

Caring
Nurturing
Child-Centred Family-Focused
Encouraging Enriching
Empowering Passionate
Inclusive

Thank you for taking an interest in our Headship...



Hilltop School is one of the 3 founding academies of Nexus MAT. Serving the needs of 189 beautiful children and young people aged 3 - 19, Hilltop has a strong track record of being a truly family focused school.

The school has continually been a good or better setting, as judged by Ofsted since inspection began, and we are very proud that there is an incredibly strong relationship with our pupils and our families, where children feel safe and loved at school.

Our most recent Ofsted report from May 2025 shows how well positioned the school is to continue moving forward, and we are now seeking an inspirational leader to become the new Headteacher of our wonderful school and lead Hilltop through the next phase of its development.

Supported by a thriving, ethical MAT that has financial resilience and innovative approaches to developing its schools, the new Headteacher of Hilltop School will report to an experienced Executive Regional Director and be supported and held to account by an experienced Academy Council, on behalf of the Trust Board of Directors.

We hope you find this recruitment pack and associated documents helpful and we look forward to receiving your application.

Warren Carratt

Chief Executive Officer

Nexus MAT

Our story



Hilltop School, with its main site in Maltby, meets the needs of 189 pupils, with the majority placed by Rotherham Council and a small number of pupils placed by other bordering councils.

We employ 162 staff, which equates to 111.3 FTE employees. The majority of these are teaching assistants, who play a key role in enabling pupil learning and meeting the personal care needs of our children.

We have two experienced Deputy Headteachers, a School Resource Manager and a strong tier of middle leaders

Since September 2023 the school has operated a 14-19 campus, Forest View in Rawmarsh, Rotherham. The school is also completing a multi-million pound capital improvement programme, thanks to the work of our funding partner, the Yorkshire Children ś Charity, which has significantly improved the state of our main school site in Maltby.

Vision

At Hilltop school we want everyone to: ″Be the best we can be ″

We do this by:

- Putting the needs of our students first;
- Working in partnership with families and professionals;
- Creating opportunities to achieve and enjoy;
- Having a personalised curriculum;
- Developing our skilled and experienced staff;
- Treating all with care, respect and dignity;
- Being open, clear and honest;
- Developing practical life and social skills for a better future.



Our community

Based in Maltby, Rotherham, Hilltop sits in the middle of South Yorkshire with excellent transport links, being close to the M1, M18 and A1, whilst also being only a few miles from Nottinghamshire and Bassetlaw.

We have excellent connections with the local community, and one of our local governors is an active member of the local parish council, which keeps us connected to local community developments and opportunities.

We work closely with the other academies in our MAT, and with the other special schools in the borough. We also have excellent relationships with our post-19 partners.



Paula Williams

Chair of Academy Council



Our curriculum

At Hilltop we have developed a series of Assessment Pathways which accurately track and evaluate the specific development journeys of all our pupils. Historically all pupil progress was assessed using the B^2 Assessment Tool – although this is effective in capturing the progress of some of our learners, we feel it does not accurately reflect the development of others with specific complex needs.

We have four broad curriculum pathways:

° Yellow Pathway - for our pupils working at Engagement Scales;

° Green Pathway - for our pupils who would have been working between P3 and P8;

° Blue Pathway - for our pupils with complex Autism;

° Orange Pathway - for our pupils operating at or just below the national curriculum and who can be mapped to Age Related Expectations.

Working with Nexus MAT

The Headteacher of Hilltop School will be an employee of Nexus MAT and line managed by the one of the Trust's Executive Regional Directors. The Board of Directors commission the CEO to ensure there are robust local governance arrangements in place, and Hilltop School has an Academy Council which is accountable to the Board of Directors via the CEO. The school has an annual budget of c£7m.

Operating across the Yorkshire & Humber and East Midlands, Nexus MAT is an award winning, growing Trust that has a strong track record of working in collaboration with schools to affect improvement. The Trust is in the process of progressing a merger with Ebor Academy Trust, which will position Hilltop in one of the top ten largest MATs in the country.

The Trust has a Collaborative School Improvement Framework which outlines the central role Headteachers play in determining school improvement priorities and turning those priorities into actions, in partnership with the Trust ́s quality assurance team.

The Trust does not operate a policy of workforce allocation/reallocation, with individuals moving only where this is something they and the school support: in that regard, we place a high value on opportunity creation and, where the Trust can help to enable and facilitate this, we do.

The Trust adheres to the Burgundy Book for school teacher pay and conditions, and we also adhere to the Green Book for our non-teaching staff.

We have high retention rates across our schools, and our website includes a plethora of information to help inform why we are a successful employer of choice. We choose to publish a Workforce Engagement Statement, which summarises what we have done and are doing to support our most valuable asset.

All of our schools look and feel different: we do not have a corporate brand that we expect our schools to comply with. It ́s deeper than that. Rather, we have shared values that unite all our schools, and those schools are given the freedom and nurture to manifest their offer in diverse ways, rooted in the communities and families we serve and led by their Headteacher.





