




Nether Alderley
Primary School

HEADTEACHER



Dear Candidate

Thank you for your interest in the post of Headteacher at Nether Alderley Primary School.

Nether Alderley is a welcoming, half-form entry school with a committed staff and pupils who embrace curiosity and challenge in all we do.

We are looking for a leader with vision, resilience and an optimistic outlook. You will be working with high calibre colleagues in the school and across the Trust team to support the school to build on its current successes, always living by the Trust Values of 'Respect, Integrity and Optimism'.

Nether Alderley Primary School was judged by Ofsted to be 'Good' in March 2022.

You will be fully supported by the Trust CEO and executive team, a central services team who deliver School Improvement, IT, Finance, Facilities and HR and an efficient School Administration team.

You will have the support of an effective, forward thinking Governing Body, committed to providing high quality education in an aspirational learning environment.

We are delighted to present the School and the Trust as an opportunity to progress your career and make a real difference to an engaged community.

We encourage all candidates to visit the school. Please take the opportunity to meet with us to fully appreciate the potential of this role.

With kind regards.

Yours sincerely

Jeremy Spencer

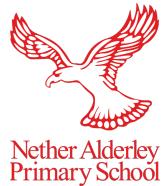
CEO of Halliard Trust

Ceri Johns

Chair of the Local Governing Body



About Nether Alderley Primary School



Vision - a special place

Our children will feel happy, safe, valued and develop positive relationships. All achievements will be valued as children experience a rich, varied and exciting curriculum that enables them to thrive in an ever-changing world.

Our children will display resilience, independence and determination, whilst always demonstrating respect, consideration and tolerance for the whole school community.

Aims

At Nether Alderley Primary School, the child is at the centre of our endeavours. We aim to deliver a broad, balanced curriculum to our children which not only satisfies the specific requirements of the National Curriculum but which also encompasses other activities which we feel appropriate eg play, extra-curricular activities and trips.

Clear communication will exist between home and school, encouraging parents and carers to be partners in their child's education.

All of this will be achieved in a safe, attractive and stimulating environment.





The Role Headteacher



Job Description: Headteacher

Responsible to: **Deputy CEO, Local Governing Body and the Halliard Trustees**
Supervises: **Teaching and non-teaching staff**
Leadership Range: **L10 - L16**

Strategic Purpose

The Headteacher provides the professional leadership and management of the school, ensuring its success and ongoing improvement, high quality education and personalised learning for all its pupils. They will create high standards and achievement in an environment which promotes the care and self-esteem of all.

To ensure that all colleagues share the vision, values and mission of the Trust and commit to work together to deliver the highest standards of education for the children and young people in our communities, engaging in professional opportunities and cross-Trust collaboration and promoting the Trust brand to all stakeholders.

Vision and Values

The Headteacher will model the Trust's values of Respect, Integrity and Optimism and secure the Trust's vision of creating the conditions for all our students to succeed.

The Headteacher will adhere to the Nolan principles for all public office holders, upholding public trust in school leadership, maintaining high standards of ethics, behaviour and professional conduct. They will build positive and respectful relationships across the school community and always serve the best interests of the school's pupils.

Main Responsibilities

Strategic Leadership

- Accountable for leading and delivering sustained improvement of outcomes for all pupils.
- Work with the colleagues in school, the Trust school improvement team and the local governing body to develop, deliver and monitor a robust improvement plan with a clear vision for the school
- Put systems in place, in line with the Trust's school improvement and assessment frameworks, to secure rigorous lines of accountability for pupil outcomes
- Ensure that all colleagues are developed in line with the Trust's expectations and guidelines
- Manage an effective performance management process
- Contribute to system leadership, school to school support and the wider work of the Trust
- Grow and support the school team

School Culture

- establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism



Teaching

- this is a teaching role and the Headteacher will teach 50% of the week
- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of all types of assessment to inform high quality teaching

Curriculum and Assessment

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

Behaviour

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff, pupils and parents/carers
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen
- support all staff to manage behaviour to the expected standards

Additional and Special Educational Needs and Disabilities

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

Professional Development

- ensure all staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning



Organisational management

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, including the management of health and safety, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

Continuous School Improvement

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

Working in Partnership

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

Governance and Accountability

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

To ensure that all activities undertaken are done so safely and to report any unsafe practices or conditions identified as soon as possible.

To actively promote the safeguarding and welfare of pupils at all times

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the CEO/Trustees up to or at a level consistent with the Main Responsibilities of the job.



Person Specification: Headteacher

Qualifications and Training

- Qualified teacher status
- Degree
- Headship National Professional Qualification (ideally)
- Senior Leadership National Professional Qualification (ideally)

Experience

- Successful leadership and management experience
- Track record of raising educational standards
- Demonstrable commitment to inclusion
- Involvement in school self-evaluation and development planning
- Demonstrable experience of successful line management and staff development

Skills & Knowledge

- Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve
- Understanding of school finances and financial management
- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Effective communication and interpersonal skills
- Ability to communicate a vision, inspire others and lead change
- Ability to build effective working relationships

Personal Qualities

- Commitment to uphold the 7 principles of public life (the Nolan principles) at all times
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position
- Demonstrable resilience

A photograph of two young girls in school uniforms, looking down at a laptop screen. The girl in the foreground has a red bow in her hair and is wearing a grey cardigan over a red collared shirt. The girl behind her is wearing a similar outfit. They are sitting at a wooden desk. In the background, there is a chalkboard with yellow lines.

About Halliard Trust



HALLIARD TRUST MISSION

WORKING TOGETHER TO THE LEVEL OF THE BEST.

Shared values, high expectations, high-quality professional development, care for the individual and innovative approaches to curriculum design and pedagogy will enable our Trust to thrive and grow.

We will:

- Consider the impact of every decision we make on our pupils. We will always put our pupils first.
- Go out of our way to empathise with, understand, and look after our colleagues.
- Enable and encourage leaders and managers to work with their staff to encourage and support a fair workload, to promote a good work/life balance, and to build resilience.
- Give our colleagues the tools, support and information they need to do their job well. Our Continual Professional Development (CPD) offer will be a key driver of change and improvement for all staff across our Trust.
- Look outward to ensure that we continue to align with the best practice elsewhere and make effort to share what we know with others.
- Dedicate time to building better networks within our communities, including industry.
- Use information intelligently to help us to evaluate where we are, make the best decisions in moving forward and in evaluating our impact.
- Think ahead, to stay ahead and recognise challenge as support.
- Strive to inspire ourselves and each other, to reach the level of the best in all that we do.





WHERE PUPILS COME FIRST

At Halliard Trust our pupils come first. Their education, their safety and their happiness and wellbeing are at the heart of everything we do.

We aim to equip every pupil with the knowledge and skills to meet the challenges of a changing world. Ambitious curriculums, combined with excellent teaching and assessment, inspire pupils to achieve their full potential. We support every young person to meet their life goals and aspirations. We overcome the barriers caused by disadvantage.

ACTING ON OUR VALUES

As a Trust community we live by our values of respect, integrity and optimism. We are always kind to one another, we overcome adversity and we celebrate difference. We treat one another as equals, and we listen to and respect each other. We work with integrity and moral purpose and support others to do the same.

WHERE PEOPLE ARE VALUED AND DEVELOPED

We invest in our staff and provide them with clear career paths and development opportunities. We support their wellbeing. Everyone who works for our Trust is valued and should feel valued. We aim to be an employer of choice, a place where people work to their best and a place where people want to remain and grow. We take pride in celebrating our successes together.

OUR SCHOOLS ARE THE HEARTBEAT OF OUR TRUST

Our schools are at the core of what we do. They keep us alive as a Trust and give us rhythm. Each school community powers us to keep going and move forward.

Each of our schools has the autonomy to design an ambitious curriculum and to meet the needs of different and diverse communities. Curriculums are underpinned by Trust-wide values, a commitment to educational excellence and a drive for improvement. Children want to come to school and learn.

WORKING COLLABORATIVELY AND WITH COMMITMENT

With a relentless focus on improvement, The Trust works in honest and open partnership with its schools to offer best-in-class support and challenge.

We are 'sleeves-up' in approach, working alongside school leaders to draw from best practice and research to deliver the very best outcomes for each school community.

MAKING THE BEST OF ALL AVAILABLE RESOURCES

We offer excellent business support services that make the best of all available resources. All buildings and estates are well maintained and provide an excellent environment for learning.

We secure best value for money and spend wisely, seizing all opportunities to maximise the economies of scale to mutual benefit.



HALLIARD TRUST VISION

RECOGNISED AS INNOVATORS AND LEADERS

Halliard Trust is an outward-looking organisation that continually strives to meet the level of the best in the support of its schools and beyond. We aim to be recognised nationally for excellence, and as system leaders in our own right.

STRATEGIC AND FORWARD-THINKING

We take a strategic and analytic approach to forward-planning and make intelligent, well-informed decisions.

As a Trust we will grow but we will do this wisely and responsibly, never reducing the quality of support we offer to our existing schools. And never forgetting the vital contribution each of our schools makes to the whole organisation.

OPTIMISM AND TOGETHERNESS

We recognise that our attitudes underpin our success, and continually strive to develop and/or maintain a positive attitude within ourselves and the pupils we serve. We are always optimistic.

We are 'Trust minded' and know that we are stronger together. We are committed to collaboration in the spirit of support and improvement.





OUR TRUST VALUES

RESPECT

We respect and value our students and staff, encourage and support their development and reward their performance.

We respect the thoughts, feelings and ambitions of every member of our community.

We respect the differences of others and promote equality, understanding and tolerance.

INTEGRITY

We trust each other.

We pride ourselves on being honest and dependable.

We hold ourselves to account and try our best to do the right thing in all circumstances.

We are loyal to others and do our best to support them and show kindness.

OPTIMISM

We are optimistic about the future and what it holds for ourselves, our schools, our colleagues and our students.

Our optimism is reflected in our resilience, perseverance and adaptability.

We expect all members of our community to demonstrate optimism in their interactions with colleagues, parents and students and in their service to the Trust.

THE STRATEGIC PLAN 2024-2027

MISSION

Working together to the level of the best

Shared values, high expectations, high-quality professional development, care for the individual and innovative approaches to curriculum design and pedagogy will enable our Trust to thrive and grow.

KEY STRATEGIC AREAS	School Improvement	Workforce Development	Business Development	Working in Partnership
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STRATEGIC PRIORITIES 2024-27

Create positive and safe environments for learning and wellbeing, with strong attendance, in which each young person is excited to come to school, feels happy, healthy and safe, and is motivated to succeed.

Encourage and enable all staff and governors to **develop expertise** to make the biggest impact in their role for our children. Develop the skills and competence required to deliver improvement, offering career progression that secures our future succession needs and builds employee engagement and satisfaction, contributing to retention.

Ensure that we build sustainable infrastructures, practices and resources that secure the future of our Trust through **centralising and integrating business functions and IT infrastructure**. This will enable us to make best use of resources to benefit all our schools in the Trust, delivering value for money through effective budget and risk management

Curate a culture that promotes and celebrates **Trust mindedness** to develop a deep sense of belonging, safety and trust. Connect and empower our pupils, staff, parents and volunteers to maximise our capacity in our shared endeavours. Build our collective responsibility to add value and secure a Trust dividend that sustains over time.

Provide an ambitious, broad, well-sequenced, knowledge rich and relevant curriculum that results in **children knowing more, remembering more and achieving highly** relative to national for all including disadvantaged children and children with SEND. Ensure all our young people leave our schools as confident citizens, well-prepared to succeed in their next stage of education, and future careers.

Strive to work to the **level of the best across all aspects of our work** taking a strategic and analytical approach, making well-informed, well-considered decisions, measuring what matters and using benchmarking intelligently.

Increase awareness and act upon our collective responsibility and duty towards securing **environmental sustainability**. Educate our children and young people about the current and future global challenges including climate change.

Develop our reputation and position as a **partner of choice for collaboration, innovation and growth**. Work cross sector as system, architects, engaging in collaboration beyond our Trusts to learn from and alongside the best, to find new and better ways forward. Build strong and impactful relationships with stakeholders to ensure the wider provision for all young people is enhanced.



THE TRUST SCHOOLS

OUR PRIMARY SCHOOLS	Number of Pupils (Jan 2026)
Adlington Primary School	92
Broken Cross Primary Academy and Nursery	227
Gawsworth Primary School	194
Lower Park Primary School	276
Marlborough Primary School	409
Nether Alderley Primary School	94
Upton Priory School and Pre-School	294
Whirley Primary School	213

OUR SECONDARY SCHOOLS	Number of Pupils (Jan 2026)
Eaton Bank Academy (11 – 18)	1077
The Fallibroome Academy (11 – 18)	1551
The Winsford Academy (11 – 16)	1023





Why Work for Halliard Trust?

WHO WE ARE

We educate over 5,000 children and employ 900+ teaching and support staff to deliver our vision to ensure every student leaves school with the values, skills, qualities and aptitudes to thrive in society combined with highest possible learning outcomes. Our core values of Respect, Integrity and Optimism underpin everything we do.

The Halliard Trust is a school-led multi-academy trust which encourages its schools to work with a high level of autonomy and keep their own 'personality' and close ties to their local communities – always underpinned by strong support from the Trust leadership and the school improvement and business teams.

We offer a wide-ranging programme of professional development for all employees to support those taking their first steps in education to those working as exceptional leaders.

The people you work with will support and motivate you in achieving your ambitions. Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, but they all share a deeply held commitment to give our students an outstanding education in an inspiring and happy school environment.

The Trust has grown organically to three secondary and eight primary schools based in Cheshire. The Trust operates from its headquarters in Macclesfield, Cheshire where the School Improvement and Business Support teams are based.

WORKING WITH THE TRUST

Everyone who works with us is crucial to the Trust's success and learning and development plays a vital role in how we work. Successful teams are full of people who not only care but feel cared for and valued and subsequently take care in all they do. This leads to increased job satisfaction and retention and to improved outcomes for our pupils and ourselves.

Our commitment and passion, and the core purpose in all that we do in the Halliard Trust, are to create the conditions for each child to be the very best that they can be. We believe our staff are the most important resource and key to this endeavour. Bringing together capacity, skills, and the talents of our teams enables us to work together to transform the lives of young people.

In order to attract and retain the best people to work with our children, we aim to ensure that we deliver opportunities to encourage and support every individual to develop themselves to achieve their full potential.



Why Work for Halliard Trust?

PUTTING OUR VISION INTO PRACTICE

From the moment you are appointed and throughout your time in the Trust, we are keen to ensure you have the confidence in yourself and your role, feel trusted, supported, empowered and appropriately challenged.

When you join, you will have a mentor to support you alongside your line manager.

Your mentor will be your informal support during your induction and will be able to answer day to day questions to help you settle quickly into the team and the routines. Your line manager will assign, oversee and evaluate your work. Your line manager also has responsibility for supporting your performance, and development.

You will become part of an amazing network that makes a huge difference to children's lives, each and every single day. Staff networks offer a place for colleagues to come together, share experiences, talents and skills and facilitate learning and development. Our established networking groups aim to reduce workload and share good practice across all Trust schools. In addition, we offer a wide range of exciting career opportunities and high-quality professional development through our bespoke school improvement services and professional development programmes.

CAREER PATHS

Career paths have been developed for each of the roles in our teaching and support teams. They set out the progression pathways for each role and are used to support and enable discussions about professional development and career progression.

BENEFITS OF WORKING WITH THE TRUST

- High quality professional development at all stages of your career
- Access to the Teachers' Pension
- Free onsite parking
- Cycle to work scheme
- Confidential employee counselling helpline

HOW TO APPLY



PROCEDURE FOR APPLICATION

If you wish to be considered for this vacancy please apply via SAMpeople Recruit and include the following information:

- A description of the key contributions that you have made in your career to date
- Evidence that demonstrates the impact you have had in your current and previous roles
- The particular strengths that you could bring to the school if your application is successful.

HOW TO APPLY

The advertisement closes on **Friday 27 February 2026** and applications are welcome up 12.00pm (noon) on that date through the Trust online recruitment portal.

We welcome school visits and can offer times on Wednesday 11 February at 9.30am or 11.00am, Friday 13 February at 9.30am and 11.00am or Tuesday 24 February 9.30am or 11.00am. Please contact the School Bursar (email Laura Smith at l.smith@netheralderly.ht.school) to arrange a visit.

Interviews will take place on **Thursday 12 and Friday 13 March 2026**.

USING FACE-ED

We ask applicants to apply through SAMpeople Recruit, the Trust's recruitment portal. This enables us to carry out safer recruitment checks seamlessly.

SAMpeople Recruit is cloud based software and we recommend that you prepare your main application content in a package like MS Word/Notepad and copy and paste it into the application form in the relevant sections. If the connection is lost while inputting, it can mean you lose the information already entered.

If you get a message saying "Validation Error", this isn't a software fault. It means you have entered data in a format that wasn't expected and it is causing a problem with saving. This might mean you have entered words in a box that expects numbers, for example. It is useful to go back and check for those errors.



Job Title: Headteacher

Salary: L10 - L16

Contract: Full-time, Permanent

Start Date: September 2026

An Exciting Opportunity to Lead, Inspire and Make a Lasting Impact

Are you a passionate and innovative leader ready to build on the excellent work already done at a thriving primary school? Nether Alderley Primary School is looking for an impactful Headteacher to guide us into the next exciting chapter of our journey.

ABOUT OUR SCHOOL

Nether Alderley is a welcoming, half-form entry school with a committed staff and pupils who embrace curiosity and challenge in all we do.

Nether Alderley was judged by Ofsted to be 'Good' in March 2022.

As a key part of our local community, we have strong relationships with families, local schools and local partners, ensuring that we are an active and visible presence beyond the classroom.

We are looking for a leader with vision, resilience and an optimistic outlook. You will be working with high calibre colleagues in the school, and across the Trust team, to support the school to build on its current successes, always living by the Trust Values of '*Respect, Integrity and Optimism*'. This is a hands on role and the successful candidate will have a teaching commitment of 2 - 3 days alongside the leadership responsibilities.

In 2016, we were a founder member of the Halliard Trust (formerly The Fallibroome Trust), a partnership that has enriched opportunities for both pupils and staff. Through this collaboration, we continue to strive for high academic standards within a nurturing and supportive environment.



JOB ADVERT

You will be fully supported by the Trust CEO and Deputy CEO, a central services team who deliver IT, Finance, Facilities and HR and an efficient School Administration team.

You will have the support of an effective, forward thinking Governing Body, committed to providing high quality education in an aspirational learning environment.

We are delighted to present the School and the Trust as an opportunity to progress your career and make a real difference to an engaged community.

WHO WE'RE LOOKING FOR:

We are seeking an exceptional leader who will:

- ✓ **Inspire and Motivate** – You have a clear vision for excellence in education and the ability to engage staff, pupils, and the wider community.
- ✓ **Lead with Passion** – You are committed to delivering high-quality teaching and ensuring every child reaches their full potential.
- ✓ **Champion Inclusion** – You believe in equality of opportunity for all and are dedicated to creating a school where every child feels valued.
- ✓ **Build Strong Relationships** – Your communication skills help foster a positive, supportive school culture where staff and families work together.
- ✓ **Drive Continuous Improvement** – You have a proven track record of leadership in a primary setting and are ready to take the school to new heights.

ESSENTIAL REQUIREMENTS:

- ◆ QTS (Qualified Teacher Status)
- ◆ Primary leadership experience

JOIN US IN SHAPING THE FUTURE

This is an exciting opportunity to lead a school that is ambitious, inclusive, and deeply rooted in its community. If you're ready to make a lasting impact and help every child love learning and achieve their best, we'd love to hear from you.



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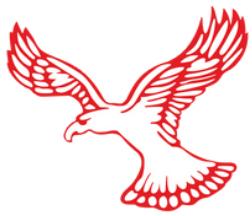
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**Nether Alderley
Primary School**

Nether Alderley Primary School
Bradford Lane, Nether Alderley, Macclesfield, SK10 4TR

Telephone: 01625 912444
Email: admin@netheralderley.ht.school
Web: www.netheralderley.ht.school

**Halliard
Trust** 
ALL TOGETHER
STRONGER SCHOOLS
www.halliardtrust.com