



Nene Valley Partnership

Excellence in Education



HEAD OF SCHOOL



Wollaston School wishes to appoint a Head of School for September 2026

The governors of Wollaston School are seeking to appoint a Head of School to build on the best traditions of the school, realise the ambition to achieve exceptional outcomes for every student, and to bring their own vision and approach to shaping the future.

Wollaston School is part of The Nene Valley Partnership, a unique MAT which exists because we believe that working collaboratively is better than working alone. All members of the NVP challenge and support each other to achieve excellence in education.



HEAD OF SCHOOL

This is an exciting opportunity for a energetic and talented school leader, with a proven track record, to work with an ambitious and caring school community, as well as an expert and dedicated governing body.

Wollaston School enjoys a strong local reputation and was judged to be 'Good' at its most recent inspection. We are oversubscribed in applications to join Year 7 and have a successful Sixth Form which attracts an increasing number of external candidates. We are committed to providing a genuine breadth of curriculum which inspires students of all abilities and interests.

We have a well qualified and dedicated team of staff, friendly and positive students, parents and a wider community who are incredibly supportive of the school. This is an excellent opportunity to lead our team of Deputy Headteachers, with individual responsibility for the Pastoral, Inclusion and Academic success of the school.

Whether you are an experienced head looking for a new challenge, or an aspiring leader ready for your next step, this is a rare opportunity to make a profound impact on a thriving school community. In all of your work, you will be supported by the Nene Valley Partnership, who have a proud track record of financial and educational excellence, empowering heads of school to create and lead exceptional schools.

THE ROLE: HEAD OF SCHOOL



The Head of School is responsible for all aspects of school leadership and operational management of the school. This includes accountability for the vision of the school, academic standards and the quality of education provided.

The successful candidate will need to demonstrate the following key attributes:

- Be an inspirational leader and highly effective manager.
- The ability to prioritise and organise human and physical resources to ensure the school runs to optimum efficiency whilst realising ambitious educational objectives.
- Have the ability to engage and build strong relationships with all students, staff, Governors and the wider community; to galvanise this team towards a shared vision of success.
- The ambition and empowerment to build on the current foundations to make Wollaston School a truly exceptional school.
- The passion and commitment to inspire and attain the highest standards of teaching and learning across the school.
- Excellent communication skills and the desire to maintain and build on the school's position within the Nene Valley Partnership, the local educational community and beyond.

We are looking for someone who can lead our school with kindness, warmth and dynamism, but also with total clarity, relentless consistency and a refusal to accept anything other than the very highest possible standards. You will enjoy a high level of visibility, autonomy and impact and we are seeking an individual who can recognise our existing strengths - but also challenge our school community to even greater achievements. You will be empowered to improve policy, process and practice in all areas of our work. The aim is to use the best of Wollaston's traditions to lead the future with creativity and ambition.





As well as having the opportunity to work in an exciting and ambitious school and Multi-Academy Trust, with hardworking and kind students and staff, the Nene Valley Partnership and Wollaston School will provide a bespoke package of CPD and goals to enable you to flourish in this role and in terms of your future career aspirations.

The successful candidate can also expect to receive:

Remuneration on Leadership Scale L27-33

Teacher Pension Scheme

Cycle to Work Scheme

Onsite Parking

Commitment to continued CPD

Onsite Spin Studio

A proactive and engaged local governing body and a trust who will provide both challenge and support.



**WOLLASTON
SCHOOL**

JOB DESCRIPTION:



Salary:

ISR on the Leadership Group Spine L27-33

Line of Responsibility

The Head of School is directly responsible to the CEO of the Nene Valley Partnership (NVP).

Core Purpose

This role exists to lead the school in ensuring an exceptional climate for learning in which staff and students are able to flourish, both academically and in terms of their own personal development.

The holder of this role will ensure that the day to day running of Wollaston School functions efficiently and effectively, and that all relevant policies and procedures are fit for purpose and are applied robustly and fully.

Duties

The duties outlined in this job description are in addition to those covered by the latest School Teacher's Pay and Conditions Document, which should be read in conjunction with this document. This job description is based on the National Standards of Excellence for Headteachers (October 2020).

Strategic direction and shaping the future of the school

- To work with the Local Governing Body and Nene Valley Partnership to provide vision, purpose and leadership of this Community School, and secure effective teaching and successful learning and achievement by students.
- To inspire, challenge, motivate and empower other stakeholders to deliver a vision of Excellence in Education.
- To review and implement the School Development Plan which, through appropriate consultation, identifies appropriate priorities and targets to ensure that students achieve high standards and make progress.
- To ensure school improvement and raise standards by fostering a collaborative vision of excellence and equity which sets high standards for every pupil.
- To promote and safeguard the welfare of children.

Leading Teaching & Learning

- To create and maintain a consistent and positive environment which promotes and secures quality teaching, effective learning, high standards of achievement, good behaviour and discipline.
- To ensure that learning is at the centre of strategic planning and resource management.
- To implement, monitor, evaluate and review the curriculum and its assessment in order to identify areas for improvement and set targets for the school and to meet the personalised learning needs of every child.
- To develop effective links with the local community, parents / carers and external agencies to work for the well-being of all students and families, and to extend the curriculum, and improve students' achievements and personal development.





Developing self, and working with others

- To lead, motivate, support, challenge and develop staff to secure improvement.
- To ensure that effective working relationships are formed with staff, and between staff and students.
- To motivate and enable teachers to develop their learning through encouraging and providing opportunities for high quality continuing professional development.
- To prevent and address any discriminatory behaviour and to promote racial harmony.
- To lead by example, taking an active involvement in school activities, including assemblies and extracurricular activities.
- To realise the benefits of why working with working with other leaders, staff and students throughout the Nene Valley Partnership.



Managing the Organisation

- To deploy staff and resources efficiently and effectively in line with the objectives in the School Development Plan and within the school budget.
- To produce and implement clear, evidence-based improvement plans.
- To ensure effective administration and control to meet the objectives agreed.
- To manage and organise accommodation efficiently and effectively to meet the needs of the curriculum and health and safety regulation.

Securing Accountability

- To develop a Community School which enables everyone at work to collaboratively share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To provide information, advice and support the Governing Body to enable it to meet its responsibility for securing effective teaching & learning, and improved standards of achievement.
- To develop with the governors, alongside the CEO, an account of the school's performance in a form appropriate to a range of audiences including Governors, parents, local community, Ofsted and the Local Authority.
- To ensure that parents and students are well informed about the schools aims, vision curriculum and targets for improvement.



Conditions of Employment

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of employment (the Contract of Employment).

The Head of School will carry out his/her duties in accordance with and subject to the National Conditions of Employment for Headteachers and Education and Employment Legislation.

The Head of School is accountable to the CEO of NVP and Governors of the Local Governing Body for the standards achieved and the conduct, management and administration of the school, subject to any policies that the DfE may make.



PERSON SPECIFICATION	Essential	Desirable
QUALIFICATIONS & EXPERIENCE		
Qualified Teacher Status recognised by the Department of Education	X	
A relevant graduate qualification to degree level or equivalent	X	
Commenced or achieved National Professional Qualification for Headship (NPQH)		X
Relevant further or professional qualification		X
Evidence of recent relevant Continuing Professional Development (CPD)	X	
Experience across 11-18 age range	X	
Experience of senior leadership in a secondary school	X	
Experience as a Deputy Headteacher	X	
A proven track record of successful leadership	X	
Building strong working relationships internally and externally	X	
Proven track record of consistently raising attainment	X	
Leading successful school improvement work	X	
Experience of working in an academy		X
KNOWLEDGE & UNDERSTANDING		
National policy framework, current educational legislation and its impact on schools and their wider communities	X	
Safeguarding principles and practice	X	
Comparative data and performance indicators to establish benchmarks and set targets for improvements	X	
Successful and innovative approach to change management	X	
Processes and policies relating to whole school leadership	X	
Roles and responsibilities of the Governing Body	X	
Role of Ofsted and the current framework and requirements	X	
Legal aspects of school leadership	X	
Strategic Planning, including experience of involvement in school improvement planning, implementation, monitoring and self-evaluation	X	
Experience/understanding of financial responsibilities e.g. managing delegated budgets and the principles of Best Value		X
PROFESSIONAL & PEOPLE MANAGEMENT SKILLS		
Ability to establish, develop and promote a positive school ethos	X	
Ability to inspire and motivate staff and students	X	
Experience of promoting the school within the community	X	
Ability to lead effective teams and develop team approaches	X	
Experience of successfully organising, managing and motivating staff	X	
Ability to be pro-active and positive about challenge and change	X	
Commitment to own personal and professional development and that of all staff	X	
Excellent communication skills	X	
Ability to lead under pressure and cope with challenging situations	X	
Ability to exercise good judgement & evidence based decision making	X	

HOW TO APPLY & RECRUITMENT TIMETABLE

Visits to the school prior to making an application are warmly welcomed. Please contact Miss Annabelle White, Executive Assistant on whitean@nenevalleypartnership.com

Applications

Your application should include a letter of application that covers;

- Your approach to leading a large, secondary comprehensive school, and ensuring that every student is able to be successful, no matter their background, circumstances of prior attainment.
- How your skills and experiences equip you to inspire an entire school community as Head of School at Wollaston.

The letter should be no longer than three sides of A4. CVs should not be attached.

In order to comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

References

Open testimonials are not accepted for this post and it is intended that references will be taken up from your existing employer and one other professional reference of your choice. If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted. References from relatives or people writing solely in the capacity of friends will not be accepted.

Security Checks

Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment

Recruitment Timetable

Closing date for the receipt of applications to Miss Annabelle White, Executive Assistant whitean@nenevalleypartnership.com is midday on **Thursday 19th March 2026** and candidates called for interview will be notified by the end of **Friday 20th March 2026**.

Interviews

Intended interview dates: **Tuesday 24th & Wednesday 25th March 2026**

Candidates selected for interview will be notified by telephone in the first instance, followed by an email. If you have not been contacted by midday of Monday 23rd March you should assume that, on this occasion, you have not been successful.

Wollaston School follows a safer recruitment process. The appointment to this post will be subject to suitable references and an Enhanced Disclosure and Barring Service check. The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.