



HEADTEACHER RECRUITMENT PACK

Full time, permanent. Indicative pay range:

L18 – L31 £78,702 - £107,131 pa (Group 5)

Closing date for applications: 13 March 2026 16:00

Interviews expected to take place 26-27 March 2026

Start Date: September 2026 or earlier



Welcome to High Well School

High Well school is a Local Authority maintained SEND school for both primary and secondary children aged between 9-16 years catering for children with a wide range of diverse needs including Social, Emotional and Mental Health (SEMH), Speech Language and Communication (SLCN), Autistic spectrum Disorder (ASD), Moderate Learning Difficulties (MLD) and challenging behaviours.

Our core purpose is to develop our pupils' academic, social and emotional skills so that each pupil leaves us ready and equipped for further education, employment or training; knows how to keep themselves safe, and is able to contribute to society.

We aim to enrich their lives through positive experiences to be successful in the next stage of their journey into adulthood.

At High Well School, we aim to provide stability and consistency for both pupils and stakeholders in order to overcome barriers to learning through supporting and teaching our pupils how to manage and regulate their emotions and feelings.

Our fantastic staff team have an array of expertise and are committed to our Vision of Preparing for Positive Futures and to offering an enriching curriculum geared towards excellent outcomes for all our pupils.





Vision and Ethos

At High Well our core purpose is to develop our pupils' academic, social and emotional skills so that each pupil leaves us ready and equipped for further education, employment or training, knows how to keep themselves safe, and is able to contribute to society.

We have dedicated curriculum time for Preparing for Positive Futures (PPF) in all year groups which includes the following areas:

- Social, moral, spiritual and cultural development
- Careers and impartial advice and guidance
- Personal, social, health and economic development
- Promoting British values
- Life skills development

Our curriculum offer includes Preparing for Positive Futures (PPF), Social, Emotional and Behavioural Skills (SEBS), Vocational Experiences, Work Placements and a range of accreditations.

We expect members of our school community to be:

- Safe
- Consistent
- Respectful
- Responsible





A message from our Chair of Governors:

Thank you for your interest in becoming the next Headteacher of High Well School. Ours is a school built on relationships where every child is known, valued, and supported to grow in confidence and resilience within a supported environment. We believe deeply in the potential of every young person, irrespective of their starting point or the challenges they have faced. We work hard to create a safe, nurturing environment where pupils are encouraged to grow into respectful, reflective, and resilient individuals, ready to face the challenges of the wider world.

Our pupils deserve a leader who sees beyond behaviour to the story beneath it; someone who understands that respect, reflection and resilience are the foundations to develop our pupil's academic, social and emotional skills to build a positive future. We are looking for a Headteacher who can inspire staff, strengthen our culture of relational practice, develop an engaging curriculum and lead with both compassion and ambition.

This is a rare opportunity to shape the next chapter of a school that makes a profound difference to the lives of children and families throughout the Wakefield District. If you share our belief in preparing for positive futures, we would be delighted to receive your application.

Gail Taylor, Chair of Governors





How to apply

High Well School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All applicants for the post of Headteacher must be fully committed to ensuring the safety, protection, and wellbeing of every pupil, and to upholding the highest standards of safeguarding practice across the school.

As part of our safer recruitment processes:

- All appointments are subject to an enhanced Disclosure and Barring Service (DBS) check, including a check of the Children's Barred List
- We will carry out online checks for shortlisted candidates in line with Keeping Children Safe in Education (KCSIE)
- References will be requested prior to interview and may be verified
- Identity, qualifications, and right-to-work checks will be required
- Gaps in employment history will be explored during the selection process

By submitting an application, candidates confirm their understanding of these requirements and their commitment to safeguarding the children and young people in our care.

If you share our vision for improving the lives of our pupils and would like to arrange a tour of the school, or a confidential conversation about the role please contact

Sandra Beedle, School Business Manager sandrabeedle@highwell.org.uk

or Tel: 01924 571200.

School Tours will take place on Monday 2 March 2026 and Friday 6 March 2026





Job Description:

Job Title: Headteacher	
School: High Well School (Specialist SEMH Provision)	
Location: Rookhill Road, Pontefract, Wakefield WF8 2DD	
School Group: 5	Indicative Pay Range:
Age Range: 9 -16 years	L18 – L31
Number on Roll: 106	£78,702 - £107,131

Reporting to: Chair of Governors
Service Directorate: Children & Young Peoples Services
The Headteacher will: <ul style="list-style-type: none">• Support the School’s Governing Body to establish and sustain the school’s ethos and strategic direction and serve in the best interests of the pupils, staff and wider community through clear leadership and professional conduct to foster a positive culture• Fulfil the requirements and duties set out in the School Teachers’ Pay and Conditions Document relating to the Conditions of Employment of a Headteacher• Ensure the school effectively and efficiently operates within the required regulatory frameworks, meets all statutory duties and that staff understand their professional responsibilities and are held to account• Have ambitious expectations for all pupils with SEN and disabilities and make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate• Ensure the school fulfils statutory duties regarding the SEND Code of Practice• Have experience of managing a Specialist Secondary school setting with Exam accreditations• Keep up to date with developments in education and seek training and continuing professional development to meet the needs of all staff members• Develop strategies for school improvement that are realistic, timely, suited to the school’s context and are effectively implemented, monitored and measured• Promote and safeguard the welfare of all children and young people and the wellbeing of staff within the school• Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines which are understood clearly and consistently applied by staff and pupils• Establish curriculum leadership, high quality teaching with formative assessment and use valid, reliable and proportionate approaches to assessing pupils’ knowledge and understanding of the curriculum• Ensure rigorous approaches to managing Health and Safety, Compliance, Risk, Financial management and robust Governance• Embody the school values that aim to prepare pupils for Positive Futures



Person Specification:

Please note, sources of evidence for fulfilled criteria: Application form = A; Interview = I, Reference = R

Qualifications, Training and Experience	Essential or Desirable	Evidence
Qualified Teacher Status	E	A, I
Degree	E	A, I
NPQH	D	A, I
SEND / SEMH Qualification	D	A, I
Successful school leadership, management and staff development experience with the ability to inspire others	E	A, I
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E	A, I
An experienced Teacher of SEND / SEMH pupils with the ability to model high-quality teaching for others to ensure consistency throughout school	E	A, I
Understanding of current educational provision, wider school strategies and systems	E	A, I
Ability to set and articulate a clear vision within the desired strategic direction of the Governing Body	E	A, I
Successful management of an SEMH provision and applying the SEND Code of Practice	E	A, I
Experience of managing a Secondary school in accordance with examination accreditation protocols	E	A/ I
Experience of school self-evaluation, development planning and improvement monitoring	E	A/I
Ability to manage competing priorities, delegate appropriately and remain calm under pressure	E	A, I
Pupils, Staff and School Community	Essential or Desirable	Evidence
Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	E	A, I
Ambitious standards and high expectations for pupils and staff	E	A, I
Excellent understanding of high-quality teaching of SEMH pupils	E	A, I
Effectively manage behaviour in school, consistently and proactively	E	A, I
Identify and develop talent and effectively succession plan	D	A, I
Foster an inclusive, supportive culture within school and the wider community	E	A, I
Ensure the safety of pupils and staff at all times	E	A, I
Experience of conducting robust performance management and ability to challenge under-performance and promote excellence	E	A, I
Train and empower staff to distribute leadership and manage specialisms throughout the school whilst retaining accountability	E	A, I
Collaborate and communicate effectively with Pupils, Staff, Parents & Carers, Governors, Local Authority, External Agencies, relevant Professionals and other Educational settings to develop strong working relationships, networks and strategic partnerships	E	A, I



Systems and Processes	Essential or Desirable	Evidence
Adherence to Legislative requirements policies and protocols relating to Governance, Risk, Financial management and Compliance	E	A, I
Experience of effective budget management to ensure value for money and appropriate use of public funds in the best interests of pupils	E	A, I
Experience of utilising school-based MIS and applications	E	A, I
Utilisation of data to drive performance improvements and outcomes for pupils and staff	E	A, I
Commitment to uphold the 7 principles of public life at all times	E	A, I

Employment Checks

The following employment checks are required prior to firm offer:

- Identity Check
- Rehabilitation of Offenders Act 1974
- Children’s Barred List
- Section 128 Check
- Prohibition from Teaching Check
- Enhanced DBS Check (with Barred List)
- Evidence of entitlement to work in the UK
- Childcare Disqualification Declaration (where applicable)
- Evidence of Essential Qualifications
- Two satisfactory professional references (including current or most recent employer)
- Employment History
- Social Media screening
- Confirmation of medical fitness/ clearance for employment
- Professional Registration with appropriate bodies (where applicable)
- Lived or worked abroad declaration (where applicable)

If, after reading this Headteacher Recruitment pack you feel you have the necessary skills, qualifications and experience to undertake the role we would be delighted to receive your completed application form which should be submitted to recruitment@highwell.org.uk no later than 13 March 2026 at 16:00

Application forms are available to download from the High well School website:

[High Well School - Vacancies](#)

or via Wakefield Council jobs portal: [Search for Jobs](#)



Living and working in the Wakefield area:

Wakefield and the surrounding towns and villages can offer a great deal to those thinking of relocating to the area. The district has a superb range of locations, from bustling City centres to small towns and rural countryside villages with a range of housing options.

Transport links and networks are extremely accessible as the district is situated at the crossroads of the M62/M1 motorway links with close proximity to cities such as Leeds and Sheffield and historic York. The city of Wakefield has excellent railway links and an investment programme to improve rail stations throughout the district is underway. Across the area there are a range of both public private and independent schools, colleges and further education establishments.

The city centre and town centres have a range of leisure activities, sports clubs, restaurants and retail outlets as well as a host of cultural opportunities including the nationally acclaimed Yorkshire Sculpture Park, the Hepworth Gallery, Sandal and Pontefract Castles where regular Proms and events are hosted. Grass roots arts and culture are also thriving in the district with lots of Theatres, local clubs, heritage walks, art opportunities, music venues, local markets, crafts etc. and sports and athletics clubs.

Heritage gems in the district include the National Coal Mining Museum of England, National Trust Nostell Priory, Wakefield Cathedral, the Roman history of Castleford and vast links to Industrial History throughout the area, all hosting diverse festivals with a strong community focus.

Open spaces, waterways, walking & cycling trails are prevalent throughout the district with sustainability, wildlife and wellbeing focuses in locations such as RSPB Fairburn Ings, Newmillerdam Country Park, Pugneys, Anglers Country Park, Hemsworth Water Park, Fryston Country Trails, Leeds Liverpool Canal and Trans Pennine Trail.

For more information on the Wakefield District access [Experience Wakefield](#)



