

ADVERT

Headteacher

Hilbre High School, Wirral

L33-39 • Start September 2025

Hilbre High School (part of Wirral's award-winning Oak Trees MAT) is a busy, very popular and welcoming 11- 18 academy with around 1,200 pupils on roll. Our vision is for every student to have the very best educational experience, to be respectful of others, happy and with a strong moral compass. Staff pride themselves in recognising the varied and individual needs of students and providing a broad, balanced education, both in and out of the classroom.

Our aim is that every student, whatever their starting point, makes rapid and sustained progress through effective, high-quality teaching, in order to achieve the best outcomes within a caring and supportive environment. At Sixth Form, we offer over 25 subjects across a range of academic, vocational and performance-based qualifications. The most recent Ofsted inspection (2021) found that the school continues to be Good; but we are never complacent, and always looking to do better.

So, it's an excellent time to join us as our new **Headteacher**. We're looking for an experienced school leader with a strong track record of playing your part in shaping happy, collaborative and respectful schools. You'll relish the chance to work within a supportive and ambitious Trust framework, where you'll have all the resources you need to accelerate the school's progress.

We're particularly interested in candidates with a sophisticated understanding of how to embed excellent behaviour for learning, with strong culture and clear, consistent expectations and systems. Evidence of having developed the 'golden thread' that links this to CPD through intentional leadership will be a distinct advantage.

You must share our values and commitment to a culture of continuous improvement, and will have the management and leadership skills to maintain high levels of morale and motivation amongst a very capable group of staff. Candidates will bring high standards, plus the knowledge and practical skillset to help us identify where we can still improve, and how to make it happen.

The school is committed to safeguarding and promoting the welfare of children, young adults and vulnerable adults and expects all staff and volunteers to share this commitment. We operate safer recruitment practices, following the guidance in Section 3 of Keeping Children Safe in Education 2024. The post is subject to an enhanced DBS check and satisfactory references.

To find out more, please visit www.lead-hilbre.co.uk/

To arrange a confidential conversation or a visit, please email Navigate NDC Ltd, who are supporting us with this appointment: hilbre@navigategroup.co.uk

Closing date for applications: midnight, Wednesday 9th April 2025

Final interviews: Thursday 24th and Friday 25th April 2025

MICROSITE

Welcome

Thank you for your interest in this very exciting role.

Hilbre High School has got lots to be proud of. Consistently oversubscribed, with a wide and inclusive curriculum and an excellent track record of helping young people become happy, confident adults; we play an important role at the heart of our community. While we're not immune from the post-pandemic challenges which are affecting schools across the country, our dedicated and professional staff work hard every day to provide the very best education for all our pupils.

We believe Hilbre is at a really exciting point, and the Trust is committed to supporting the whole school community to realise its full potential. There are excellent foundations in place, and our new Headteacher will be able to draw on a comprehensive school improvement framework, as well as the resources and capacity needed to make rapid progress.

Candidates will bring extensive experience of working in and leading highly effective schools, and will quickly understand how to use the strengths of our MAT to best effect. Experience of managing PFI contracts would also be an advantage. You'll lead with an engaging, inspiring style that combines high trust with high accountability, and will relish this opportunity to really accelerate our progress.

I very much look forward to meeting you.

Tony Lacey

Chief Executive, Oak Trees MAT

About Hilbre High School

Hilbre is a wonderful, inclusive and successful school. Our students receive a high-quality education through an ambitious curriculum accompanied by care, support and guidance. We offer a wide range of enrichment, extra-curricular and super-curricular opportunities, which enhance pupils' personal development. Our staff team is talented and dedicated, and they work in close partnership with families and carers to ensure students are happy, safe and successful.

At Hilbre, expectations are set high. We ask our students to attend every day, be on time for school, achieve their full potential, exploit every opportunity available to them, behave well and enjoy their time at school. Our vision is not only that every student will have the very best educational experience, but also that they will be seen as respectful of others, be happy and have a strong moral compass.

Hilbre Pledges

The Hilbre Pledges are central to our Character Development framework, designed to deliver the vision and values of the Oak Trees Multi Academy Trust. We recognise the importance of a rich curriculum, diverse extra-curricular activities and varied cultural experiences in shaping young individuals. These elements help students build the character and skills needed to make a positive impact on themselves and their community. Each pledge embodies a HILBRE standard—Honour, Initiative, Leadership, Boldness, Resilience, and Endeavour—reflecting our commitment to nurturing students as healthy thinkers, caring citizens, successful learners, knowledgeable participants, confident individuals, and curious explorers.

Curriculum

Hilbre High's ambitious curriculum is designed to provide students with a range of opportunities to succeed in their learning and lead to successful progression at each transition point. The curriculum focusses on:

- Developing our students to become more literate: to improve students' reading and writing, to be able to compute and solve problems.
- Developing successful learners, who are independent, make excellent progress and are able to achieve results that reflect this.
- Building confident students who are able to make good choices, enabling them to live safe, healthy and fulfilling lives.
- Building caring students who embrace being part of a fully inclusive community, able to recognise and celebrate that we are all unique.

We'd love to welcome you to visit the school and see for yourself!

Visits can be arranged through David Gooda at Navigate NDC, either by email hilbre@navigategroup.co.uk or by phone on 01625 800862.

Further reading

[Explore our website](#)

[Browse our prospectus](#)

[file:///fs1/SLT-User\\$/schooloffice/Downloads/Hilbre-High-School---Prospectus%20\(2\).pdf](file:///fs1/SLT-User$/schooloffice/Downloads/Hilbre-High-School---Prospectus%20(2).pdf)

About Oak Trees MAT

The Trust was formed in June 2017, when a group of Wirral schools formalised their working relationship over a number of years. We work collaboratively to offer an excellent education and equity of opportunity to Wirral children from the age of two to eighteen, rooted in four core values: **Collaboration, Expression, Citizenship, and Inspiration.**

The Trust's core purpose and vision is to Achieve Excellence Together and deliver outstanding educational outcomes to enable our young people to thrive. We also aim to allow our school leaders and staff to maintain and develop the uniqueness of our academies so they can best serve their local communities. Wirral is a very diverse area, and we feel strongly that our schools should serve their communities in a bespoke way rather than through a 'One Size Fits All' model. We really understand our locality and its context, and we are proud to serve our community.

Our culture is based on respect. We are non-hierarchical and we believe collaboration, trust and the nurturing of positive relationships brings out the best in people. We focus on excellence of academic attainment and provision, achieved through high quality professional development, capacity mapping and the harnessing of talent. Each Trust school maintains its individuality under an operating model of aligned autonomy. We do not impose or direct; we share best practice and we map expertise throughout the organisation in order to retain, develop and motivate our staff teams.

Staff wellbeing and workload is our priority. Our People Strategy prioritises our colleagues and their wellbeing. We seek to consult and act on feedback and recommendations to alleviate workload pressures. We want our colleagues to feel motivated and valued. We have a termly Staff Forum, a Wellbeing Charter, a Support Offer and Thank You Days for all.

We provide excellence and expertise in SEND support. Oak Trees MAT has a SEND lead working centrally who consults with all schools on quality first adaptations for pupils with SEND as well as act as a Local Authority liaison and advises on SEND funding agreements. We employ our own Educational Psychologist as well as having service level agreements with the ADHD Foundation and the Speech and Language Service.

Every year, the Trust Executive Team develops a bold and ambitious Business Plan aimed at moving Oak Trees forward strategically. Below are the key Trust objectives for 2024-25:

1. Trust Culture
2. Disadvantaged and Vulnerable Pupils
3. English
4. Behaviour
5. Staff Development

Further reading

Visit the Trust website

Download our School Improvement Strategy

About the role

Hilbre is an exemplar of its type: very popular in the local area, well-regarded and with all the key indicators firmly going in the right direction. We are a friendly, open and supportive community of learners, deeply rooted in our locality and with strong connections to our primary schools. We believe the school has significant potential, which makes this an excellent opportunity for the right person.

We're looking for an experienced school leader with a strong track record of playing your part in shaping happy, collaborative and respectful schools. You'll relish the chance to work within a supportive and ambitious Trust framework, where you'll have all the resources you need to accelerate the school's progress. Strong candidates will bring a sophisticated understanding of how to embed excellent behaviour for learning, with strong culture and clear, consistent expectations and systems. Evidence of having developed the 'golden thread' that links this to CPD through intentional leadership will be a distinct advantage.

We want to hear from people with a rare blend of experience, ambition and a strong personal commitment to the school's steady trajectory of improvement. You will need to demonstrate that you are a consistent and full-spectrum school leader, able to model excellence in teaching and learning, engage warmly with the community, and oversee school business and operational matters with equal skill. Candidates will bring high standards, plus the knowledge and practical skillset to help us identify where we can still improve, and how to make it happen.

We are fully committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share the same commitment. This post will be subject to enhanced DBS checks, satisfactory references and will be exempt from the provisions of the Rehabilitation of Offenders Act 1974.

This post is also subject to satisfactory references, proof of right to work in the UK in accordance with the Asylum and Immigration Act 1996 and other pre-employment checks, where applicable.

We strive to create a fair and inclusive workplace that is as diverse as the communities we serve. We positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy, and maternity, race, religion or belief, sex and sexual orientation.

Apply

To register your interest or apply, please complete this form and press submit.

Alternatively, you can request role information to be sent to you by emailing hilbre@navigategroup.co.uk

Key dates

Closing date: midnight, Wednesday 9th April 2025

Interviews: Thursday 24th and Friday 25th April 2025

[once information is submitted]

Thank you for your interest in this role. Please download and review the Role Profile [here](#).

Candidate conversations

Prospective candidates are strongly encouraged to arrange a visit to the school in advance of submitting an application.

Tours are offered on:

- Tuesday 25th March (all day)
- Wednesday 26th March (am)
- Monday 31st March (am)
- Tuesday 1st April (pm)

Informal conversations are available (by arrangement) with David Gooda of Navigate NDC, who is supporting us with this appointment. You are also encouraged to arrange a pre-application conversation with the CEO / Deputy CEO of the Trust. Please email hilbre@navigategroup.co.uk or call 01625 800862 to find a convenient time.

To apply, please download and complete the [Application Form](#). Your completed form should be submitted via email to hilbre@navigategroup.co.uk in advance of **midnight** on the closing date of **Wednesday 9th April 2025**.

Please ensure that you provide full employment details, including precise dates, and account for any periods of unemployment or work abroad.

You are asked to identify two professional referees, one of whom must be your current or most recent employer. Referees will not be contacted unless you are invited to final interview.

Safeguarding

We are fully committed to safeguarding and promoting the welfare of children, younger learners and vulnerable adults and we expect all staff and volunteers to share the same commitment. The above post will be subject to enhanced DBS checks, satisfactory references and will be exempt from the provisions of the Rehabilitation of Offenders Act 1974.

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