



Whittington
Green School

Headteacher Recruitment

February 2026





Whittington Green School

High Street, Old Whittington, Chesterfield, Derbyshire, S41 9LG

Tel: 01246 450825 Fax: 01246 456014

Email: info@wgs.derbyshire.sch.uk

www.wgs.derbyshire.sch.uk

Headteacher: Mrs T Burnside

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Headteacher: Mrs T Burnside

Welcome from the Chair of Governors

Thank you for your interest in becoming the new Headteacher of Whittington Green School. We are a well-established community school on the northern edge of the market town of Chesterfield, Derbyshire close to Sheffield and the Peak District.

Firstly, Whittington Green is a fantastic school. A school that has its challenges, has enormous potential, has made tremendous progress over the last few years and has a team of staff who are committed and dedicated to each and every student and to our "Dream, Reach, Achieve" vision.

Our new Headteacher must be fully supportive of the ongoing development and wellbeing of our staff, both as individuals, who bring unique skills and who work collectively as a strong team. We want the successful applicant to build on the strengths and good practice that our outgoing Headteacher, has demonstrated.

We are proud of everything our community has achieved so far together, however the Governors know there is more to do. Our biggest challenges are continuing to drive achievement, build aspiration and ensure progress, particularly among our more disadvantaged students. We also have a notably high proportion of children with additional educational needs.

We are seeking a committed leader with the drive to deliver outstanding leadership and management within the school. We are looking for a leader to continue our journey towards becoming an outstanding educational establishment. You will be warm and empathetic – a good listener. You will be inspirational – able to bring students, staff, parents and the whole school community together to work towards a shared vision. You will be open to challenge and ready to make the difficult decisions. You will be inclusive, with a commitment to equality and diversity as part of your very ethos. And finally, you will be experienced in challenging underachievement and low aspirations. We want all our students to be the best that they can be.

The Person Specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint somebody with the dedication and drive to move our school forward.

Our Governing Board is made up of a range of individuals from different professional backgrounds, and from across the local community. What drives us is a commitment to making Whittington Green School a place where any young person can achieve their best and go out into the world ready to make their mark.

Whittington Green is a Local Authority maintained school, the new Headteacher would be expected to play an influential role in working with all Derbyshire schools and key partners in the county, irrespective of academy or maintained school status.

If you can see yourself as leader of our school community, we would like to hear from you.

To arrange a visit the school, please call Mrs Catherine Swain, to arrange an appointment on 01246 450825.

Bryan Midgley



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Information for Candidates

Whittington Green School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Date of Appointment

1st September 2026

Salary

Individual School Range L24 - L30

Estimated Number on Roll

685 (47% Pupil Premium, 6% EAL, 20% SEN)

Teaching Establishment

Headteacher + 35.4 FTE

Head Teaching Commitment

None

Management Structure

Headteacher + Deputy Headteacher +
3 x Assistant Headteachers

Support Staff

Job	Hours	Posts
Admin	289	10
Teaching Assistants	704	22
Cover Supervisors	74	2
Premises Management	74	2
Site Supervisors	111	3
Midday Supervisors	6	1
Technicians	148	4
Cleaners	81	5

Location

Whittington Green is a truly inclusive school based in Chesterfield, on the outskirts of the beautiful Peak District and ideally located close to both Sheffield and Derby, with easy access to the M1 motorway. Guided by a clear and ambitious vision, the school seeks to inspire, engage and challenge every member of its community to achieve at the highest possible level. At the heart of everything it does is a strong moral purpose to ensure all students have access to the highest quality education and enriching experiences, while nurturing aspirations that go beyond academic success. Whittington Green aims to develop healthy, secure and independent learners who have a love of learning and are ready to make a meaningful contribution to society, living with honesty, confidence and integrity, encouraging every student to dream big, reach for the stars and achieve their goals.



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Accommodation

The school is set across a main building, a smaller additional building and a dedicated sports hall, creating a well-resourced and varied learning environment. Across the site there are numerous classrooms, specialist computer rooms, a library and a range of offices, with staff rooms located in each building to support collaboration and wellbeing. The school also benefits from a purpose-built construction area and polytunnels, providing valuable opportunities for practical and vocational learning. A central hall sits at the heart of the school and is used flexibly for assemblies, events, dining and school productions. Outdoors, students have access to a large sports field and tennis courts to support a wide range of physical activities, as well as welcoming social spaces around the site where they can sit and talk during break and lunchtime. In addition, the school offers dedicated dance and drama spaces, alongside a separate block housing specialist art and music rooms, ensuring students have excellent facilities to develop their creative talents alongside their academic learning.

Midday meals

These are served on the premises by the Derbyshire County Catering Service.

OFSTED Inspection

The school was inspected in 2023 and was judged to be a 'Good' school.

Financial Budget

The school's basic school budget for this financial year is £5,538,002. We have not set a deficit budget for over 5 years.

Applications

Candidates should submit applications **online** on a DCC Teacher Application Form, together with a supporting statement letter matching their skills and experience to the headings in the Job Description and Person Specification. The letter should be no longer than 1500 words (please include word count). CVs should not be attached.

If preferred, **postal application forms** are available from Call Derbyshire on 01629 533190, quoting the job reference number attached to this post. Completed applications should be sent to Derbyshire County Council, Recruitment Section, County Hall, Matlock, Derbyshire DE4 3AG allowing sufficient delivery time to meet the deadline for applications.

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



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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 the Local Authority will take up a professional reference 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.

Interviews

It is intended that interviews will take place on 27th, 28th and 29th April 2026.

Candidates selected for interview will be contacted by telephone. If you have not been contacted within seven days of the proposed interview dates you should assume, on this occasion, that you have not been shortlisted for interview. Should you wish to make any further enquiries, please contact the Headship Recruitment Team on Headship.recruitment@derbyshire.gov.uk or on 01629 539455.

The Governors will be advised by a Local Authority HR Officer and Senior Advisor for School Improvement.

Closing Date: Sunday 15th March 2026



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Headteacher: Mrs T Burnside

Job Description

Post Title: Headteacher

Responsible to: The Governing Board of Whittington Green School

Main Purpose: To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and other relevant statutory provisions.

Shaping the Future

The Headteacher will work with the Governing Board and others to create a shared vision and strategic plan which inspire and motivate students, staff, and all other members of the school community.

The Headteacher will:

- Ensure the vision for the school is clearly articulated, shared, understood, and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and a positive climate.
- Ensure creativity, innovation, and the use of appropriate new technologies to achieve excellence.
- Ensure that strategic planning and the school culture and curriculum take account of the diversity, values and experience of the school and community at large.

Managing the Organisation

The Headteacher will provide effective management of the school and continuously seek to improve organisational structures based on self-evaluation.

The Headteacher will:

- Take responsibility for safeguarding and promoting the welfare of children.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures, and processes to work effectively in line with legal requirements.



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- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Ensure that, within an autonomous culture, policies and practices take account of national and local circumstances, policies, and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that the range, quality, and use of all available resources are monitored, evaluated, and reviewed to improve the quality of education for all students and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the school.

Leading Learning and Teaching

The Headteacher has a central responsibility for raising the quality of teaching and learning. This involves high expectations, maintaining and evaluating outcomes and establishing a successful learning culture which all impact on students' achievement.

The Headteacher will:

- Ensure a consistent and continuous school-wide focus on students' achievement, using data and benchmarks to monitor progress in every student's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive, and effective approaches to learning and teaching.
- Ensure a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Implement strategies which secure high standards of behaviour and attendance.
- Determine, organise, and implement a diverse, flexible curriculum and implement Assessment for Learning.
- Monitor, evaluate and review classroom practice and promote improvement strategies.



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- Take a strategic role in the development of emerging technologies to enhance and extend the learning experience of students.
- Challenge under-performance at all levels and ensure action is taken to secure improvement.

Developing Self and Working with Others

Effective communication and relationships are key to effective headship. The Headteacher needs to build a professional learning community which enables others to achieve.

The Headteacher will:

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development, and performance management.
- Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others.
- Regularly review own practice and achievements, set personal targets, and take responsibility for own personal development. Take account of feedback from others.
- Manage own workload and that of others to allow an appropriate work/life balance.

Securing Accountability

With values at the heart of leadership, the Headteacher has a responsibility to the whole school community and is accountable to a range of groups particularly students, parents, carers, Governors and the Local Authority.

The Headteacher will:

- Take responsibility for establishing and monitoring the systems and culture of the school to promote and safeguard the welfare of young people.
- Fulfil commitments arising from contractual accountability to the Governing Board.



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- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood, and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Board (providing information, objective advice, and support) to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of attainment and for achieving efficiency and value for money.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Develop and present a coherent, understandable, and accurate account of the school's performance to a range of audiences including governors, parents, and carers.

Strengthening Community

The Headteacher should engage with the internal and external school community to secure equity and entitlement and collaborate strategically and operationally with a wide range of partners to bring positive benefits.

The Headteacher will:

- Build a school culture and curriculum which takes account of the richness and diversity of the school's communities.
- Ensure learning experiences for students are linked into and integrated with the wider community.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional, and cultural well-being of students and their families.
- Create and maintain an effective partnership with parents and carers to support and improve students' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, businesses, or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.



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Person Specification

Measurements: A = Application I = Interview R = Reference	
Qualifications <ul style="list-style-type: none"> DfE recognised qualified teacher status/Qualified Teacher Learning and Skills (QTLS) status and registered with the Institute for Learning (IFL) Evidence of recent relevant Continuing Professional Development For a first Headship, NPQH is desirable A relevant graduate qualification is desirable A relevant post graduate qualification is desirable 	A A, I A A A
Experience <ul style="list-style-type: none"> Significant recent and relevant experience as a Headteacher/Principal, Deputy/Associate Headteacher or equivalent A recent senior leadership post for at least 3 years A proven track record of successful leadership Successful experience of raising achievement Working with and engaging the involvement of external partners and the local community Successful teaching of students in Secondary phase Planning, determining, and organising major curriculum areas 	A, I, R A, I A, I, R I, R A, I A, R A, I
Knowledge and Understanding - of current issues and best practice including: <ul style="list-style-type: none"> Safeguarding children and young people What constitutes a good/outstanding school The process of strategic planning and school self-evaluation Ways to communicate and translate a shared vision into practice Leading the management of change Application of new technologies to teaching, learning and management Comparative data and performance indicators to establish benchmarks and set targets for improvements National policy framework and current educational legislation and initiatives Principles of effective teaching and assessment for learning Roles and responsibilities of Governing Body, Local Authority and of the requirements for accountability School budget management and financial responsibilities Strategies for fostering school improvement, including attendance and behaviour for learning Equal opportunities and commitment to their pursuit Legal issues relating to school management 	A, I I A, I A, I I I I A, I I I A, R I I I



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Measurements: A = Application I = Interview R = Reference	
Personal and Professional Qualities <ul style="list-style-type: none"> Commitment to the welfare and safeguarding of young people Strong personal motivation and drive A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision Commitment to ensuring inclusion, addressing diversity and access Commitment to own personal and professional development and that of all staff High order analytical and problem-solving skills and the ability to make informed judgements Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, and the wider school community The ability to project the school in a positive way and establish the school at the heart of the community The ability to engage parents and carers in supporting children's learning The ability to fill the role of lead professional in classroom practice Commitment to an open, collaborative style of management Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed The ability to form and maintain appropriate relationships and personal boundaries with young people 	 I I, R I I, R A, I A, I I A, I I I, R R I A, I I I, R