



# Headteacher

## Esh Winning Academy

### Recruitment Pack





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# Message from the CEO

Dear Candidate,

Thank you for your interest in joining WISE Academies. We are a proud and well-respected multi-academy trust rooted in North East England and spread across five Local Authority areas.

The journey of our Trust has been one of growth, achievement and resilience. WISE Academies has a proud track record of school improvement. We have transformed some of the most challenging schools in the country, who serve highly deprived communities, into strong, flourishing schools. These achievements have been recognised nationally which has established our Trust as a trusted, respected organisation.

Our mission is simple yet ambitious: to Inspire Success and Excellence in every child. We help build a solid foundation for lifelong growth and instil in each student the belief that they can achieve any goal they set their mind to. Pupils always come first at WISE Academies, and we are committed to building a legacy of high-performing academies that equip every child to confidently take on the challenges of the wider world.

We are more than just a group of schools; we are a family. At WISE, we believe that our Trust is built not just on shared goals, but on the trusting relationships that unite our staff, pupils, parents, governors, and communities. Our team - the WISE Workforce - is at the heart of our success, and we are committed to attracting and supporting dedicated professionals. We invest in meaningful professional development, identify and celebrate talent, and harness the unique strengths of each team member to propel our Trust forward.

As we continue to grow and look to the future, we are never complacent. Our drive to succeed is relentless, and we are committed to providing every staff member with the resources and support needed to thrive in their roles. At WISE Academies, our central team, leaders, teachers and support staff work hand-in-hand to share best practices and drive exceptional teaching and learning. Our Research School and Early Years Stronger Practice Hub ensure our approaches are current and evidence-informed. If you are inspired by the opportunity to make a lasting impact and align with our vision of excellence, we would be thrilled to welcome you to our team.

Warm regards,

**Zoe Carr OBE**  
CEO  
WISE Academies





## Our Values and Mission

Our values matter to all of us. They underpin the way we work together to provide an excellent education for our pupils. Our values represent the culture we aspire to every day, guiding our judgments, building trust, and helping us to always be 'our best'.



### Integrity

We always do what's right and adhere to our moral and ethical principles whilst working honestly with one another.



### Partnership

We put everything we have into everything we do and work as one team for the benefit of the communities we serve.



### Accountability

We take ownership and responsibility for our work, decisions and actions.



### Trust

We are open, transparent and reliable, continuously learning, doing our best to consistently deliver an excellent education for our pupils.

# Our Schools

As a family of schools, our vision is simple: We shape children's futures through providing an excellent education. Our schools exist and work hard to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence across their educational journey.

Our schools are located across Newcastle, Northumberland, Sunderland, Durham and South Tyneside. We support our schools as individual schools, as well as providing opportunities for schools to come together and learn from other schools within the Trust.

## Sixteen Academies across the North East

- Bexhill Academy, Sunderland
- Town End Academy, Sunderland
- North View Academy, Sunderland
- Hasting Hill Academy, Sunderland
- Ashley Academy, South Tyneside
- Prudhoe West Academy, Prudhoe
- Adderlane Academy, Prudhoe
- Haltwhistle Academy, Haltwhistle
- Shaftoe Trust Academy, Haydon Bridge
- Welbeck Academy, Newcastle upon Tyne
- Morpeth Road Academy, Blyth
- Malvin's Close Academy, Blyth
- Croftway Academy, Blyth
- Esh Winning Academy, Durham
- Thornley Academy, Durham
- St Andrews Academy, Durham



# Job Advertisement

| Job Details              |                                                                                          |
|--------------------------|------------------------------------------------------------------------------------------|
| <b>Position</b>          | <b>Headteacher – Permanent</b>                                                           |
| <b>Location</b>          | WISE Academies<br>Esh Winning Academy, The Wynds, Esh Winning, County Durham,<br>DH7 9BE |
| <b>Salary</b>            | L16 - L22                                                                                |
| <b>Hours</b>             | Full time - Teacher's Terms and Conditions                                               |
| <b>Vacancy Reference</b> | ESH/291713 Please quote this vacancy number when requesting additional information       |

Following the retirement of our long-standing Headteacher, the Trust is seeking an inspirational, visionary leader to guide Esh Winning Academy into its next chapter. This is a rare and significant opportunity to lead a school that seamlessly blends high academic ambition with a profound commitment to childhood.

Home to nearly 300 energetic and enthusiastic pupils, Esh Winning Academy sits at the very heart of our village community. Our children are our greatest asset; they are known for their fantastic learning behaviours, genuine respect for one another, and a spirit that makes our school a truly wonderful place to lead.

What makes this role unique is our commitment to an education that extends well beyond the classroom. We are currently one of only five schools in the UK designated as an OPAL Honours School. Having secured four consecutive Platinum Awards, our all-weather outdoor provision is a national exemplar of how play drives physical and emotional development. This "quality mark" defines our culture, attracting forward-thinking educators who understand that high-caliber academic standards and a rich, active childhood are not mutually exclusive.

Beyond play, we focus on developing empowered citizens. Through initiatives like our Mini Police project with Durham Constabulary and our WISE Childhood Pledge, we provide structured opportunities for students to grow into respectful, leadership-ready individuals. This is supported by a "whole-family" approach to education; whether through our Greggs Breakfast Club or our dedicated staff who support families with everything from sleep routines to emotional wellbeing, we pride ourselves on being a nurturing community hub.

As a Rights Respecting school, inclusivity is woven into everything we do. We foster an environment where diversity is celebrated and stereotypes are challenged, ensuring every child feels a deep sense of belonging. You will be supported by a staff team defined by their unwavering commitment and passion for delivering high-quality, inclusive experiences for every child, regardless of their starting point.

If you are a leader who values resilience, happiness, and innovation, we warmly invite you to help us write the next chapter of our success story.

**The successful candidate will:**

- **Strategic and Impact-Driven Leadership** - Be an experienced and accomplished leader with a proven ability to drive sustained school improvement and deliver measurable gains in pupil outcomes across all areas of responsibility.
- **Deep Expertise in Primary Education** - Bring a comprehensive understanding of the full primary journey, from our high-quality, oversubscribed 2 year old provision in Early Years through to the academic and pastoral demands of Key Stages 1 and 2.
- **Advocate of High-Quality Play** - Have a passion for outdoor and play-based learning, with experience of or a commitment to OPAL and a willingness to maintain and develop the school's four-time Platinum status as a defining feature of its ethos.
- **Curriculum Innovation** - Be skilled in designing and leading a coherent, knowledge-rich curriculum, with a strong track record of translating ambition and high expectations to excellent classroom practice for all pupils.
- **Inspirational Role Model**-Be an exceptional classroom practitioner who leads with integrity and ambition, sets high expectations for every child, and empowers staff to continually develop and excel.
- **Trusted Collaborator and Community Builder** - Be committed to working in partnership across WISE Academies and with the wider community, balancing the Trust's shared values with a clear celebration of Esh Winning's unique identity.
- **Skilled and Confident Communicator** - Be an articulate, emotionally intelligent leader who builds strong, trusting relationships with staff, families, governors, and external partners.

**We can offer you the opportunity to:**

- **A Purpose-Built, Sustainable Setting** - Lead a modern, environmentally conscious school designed to support outstanding teaching and learning, reflecting a deep commitment to sustainability and future-focused education.
- **Leadership within a Nationally Recognised Trust** - Be part of WISE Academies, a high-performing Trust with a proven track record of school improvement, offering strong governance, clear vision, and a culture that values both collaboration and local identity.
- **Outstanding Play and Learning Provision** - Join a school recognised in the top 1% nationally for play, with four OPAL Platinum awards and a well-resourced, welcoming site that sits at the heart of its community.
- **A Thriving Pupil Community** - Work with nearly 300 curious, motivated, and respectful children who bring energy, enthusiasm, and joy to everyday school life.
- **A Culture Rooted in Values and Inclusion** - Lead within a creative, inclusive environment where the development of the whole child sits at the centre of decision-making, alongside a genuine commitment to staff wellbeing and sustainable workloads.
- **Exceptional Professional Support and Development** - Benefit from extensive Trust-wide networks and specialist central services in finance, people, estates, and school improvement, freeing you to focus on strategic leadership and high-quality teaching and learning.
- **Investment in Leadership Growth** - Access high-quality professional development, coaching, and autonomy within a supportive network that nurtures leaders at every stage and invests in the success of the entire workforce.

**The mission of WISE Academies is to provide a high quality educational community, which offers life-changing opportunities in a safe, creative and exciting environment.**

WISE Academies safeguards and protects its students and staff by being committed to respond in accordance with Local Safeguarding Board Procedures.

The Trust is committed to safer recruitment and pre-employment checks will be undertaken

before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a criminal record check from the Disclosure Barring Services.

The Trust is an equal opportunity employer and encourages applications from as diverse a group as possible.

WISE Academies will also consider carrying out an online search for all candidates to help identify any potential issues that are publicly available online.

Applicants must have authorisation to work in the UK.

**You can apply online through the North East Jobs Website, go to WISE Academies Jobs and click Apply for Headteacher - Permanent - Esh Winning Academy**

**For further details, please see the supporting documents section of this advert. For any queries, please contact WISE Recruitment Team by telephone 0191 7070125 [option 5] or e-mail [recruitment@wiseacademies.co.uk](mailto:recruitment@wiseacademies.co.uk)**

**Please quote the vacancy reference when requesting additional information.**

**Tours of the School: Monday 16 February between 1pm and 4.30pm, Tuesday 17th between 1pm and 4:30pm and Wednesday 18 February between 9:30am and 11:30am. Please contact the school office on 0191 373 4701 to book an individual appointment during these times. If these times are not convenient, we will try to accommodate other times. Please contact the school office for this.**

**Closing date: 12 noon 27 February 2026**

**Shortlisting: week commencing 2 March 2026**

**Interviews: 12 and 13 March 2026**



# Job Description: Headteacher

## Guidance Notes

WISE Academies is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

| Job Details         |                                                                                                                                                                                                                           |
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| <b>Salary</b>       | Leadership Scale L16 – L22                                                                                                                                                                                                |
| <b>Reporting to</b> | Hub Lead/ Regional Education Director/ CEO and Trustees of WISE Academies                                                                                                                                                 |
| <b>Job Purpose</b>  | To provide professional leadership for the academy which secures its success and improvement, ensuring quality education for all and high standards of learning and achievement in line with the ethos of WISE Academies. |

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| <b>Core Purpose of the Role</b> | <ol style="list-style-type: none"><li>1. Duties to be carried out in accordance with the terms and conditions of the current School Teachers' Pay and Conditions Document.</li><li>2. To lead and manage the academies in full accordance with the policies determined by the Trustees of WISE Academies and the Local Governing Body and in conjunction with the CEO.</li><li>3. To carry out the duties of Designated Safeguarding Lead post including committing resources and, where appropriate, supporting and directing staff.</li><li>4. To promote and safeguard the welfare of children at all levels.</li><li>5. To secure the realisation of the educational vision of the Academy as determined by the Trustees and Trust of WISE Academies.</li><li>6. Create a high-quality learning experience for the communities served by WISE Academies and through its range of services.</li><li>7. Senior Leadership experience in a similar role is essential.</li></ol> |
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| <b>Duties and Responsibilities</b> | <b>Strategic Planning:</b> <ol style="list-style-type: none"><li>1. Working with the CEO and those responsible for governance to develop the strategic vision for the academy.</li><li>2. Ensure that the vision for the academy is implemented and is understood and acted upon by all.</li><li>3. Work to turn the vision into agreed objectives and operational plans which will promote and sustain school improvement.</li><li>4. Demonstrate the vision and the values of WISE Academies in everyday work and practice.</li><li>5. Motivate and work with others to maintain the shared culture and positive climate.</li><li>6. Ensure creativity, innovation and the use of appropriate new</li></ol> |
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|  | <p>technologies and other resources to achieve excellence in the academy's curriculum.</p> <ol style="list-style-type: none"> <li>7. Ensure that strategic planning takes account of the values of WISE Academies and meets the needs of the community served by the academy.</li> <li>8. Manage change and new initiatives in line with the WISE Academies vision, whilst retaining and building on the academy's existing strengths and in line with the vision of WISE Academies.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|  | <p><b>Leadership of the Academy:</b></p> <ol style="list-style-type: none"> <li>1. Organise and implement a broad, balanced and dynamic curriculum from EYFS to Key Stage 2 in line with the vision and values of WISE Academies and which ensures differentiation and reflects the individual abilities and needs of all pupils.</li> <li>2. Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress; in every child's learning.</li> <li>3. Work with other leaders within WISE Academies to secure creative, responsive and effective approaches to learning and teaching.</li> <li>4. Help to foster a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.</li> <li>5. Embed the WISE Academies philosophy of high expectations and aspirational targets for the academy.</li> <li>6. Challenge any under-performance at all levels and ensure effective intervention where appropriate.</li> <li>7. Ensure that effective learning is at the heart of all strategic planning and resource management.</li> <li>8. Implement strategies which ensure high standards of behaviour and attendance.</li> <li>9. Closely monitor, evaluate and review classroom practice and implement improvement strategies.</li> <li>10. Provide the inspiration and motivation to the whole academy to maximise expectations and build success.</li> <li>11. Take action to secure rigorous self-review which feeds into improvement planning.</li> <li>12. Maintain and develop the welcoming, caring and inclusive environment of the academy and take responsibility for safeguarding the welfare of all the children.</li> <li>13. In line with the WISE Academies vision to promote a successful and stimulating learning environment that raises achievement and ensures excellence.</li> <li>14. To lead the academic, spiritual, moral, social, emotional and</li> </ol> |

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|  | <p>cultural welfare and development of the children at the academy.</p> <p>15. Maximise the performance of all within the WISE Academies group through high quality learning and teaching which motivates, challenges and empowers.</p> <p>16. To operate within the WISE Academies' framework of accountability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|  | <p><b>As Manager of the Academy:</b></p> <ol style="list-style-type: none"> <li>1. Ensure that the academy is conducted in line with the values of WISE Academies and which is in line with legal requirements.</li> <li>2. Produce and implement clear improvement plans and policies for the development of the academy for the future.</li> <li>3. Recruit, retain and deploy staff appropriately and manage them in accordance with the scheme of delegation to achieve the vision and goals of the organisation.</li> <li>4. Manage and organise the academy to ensure that it meets the needs of the curriculum, safeguarding requirements and health and safety expectations.</li> <li>5. Take responsibility for the day-to-day management, control and organisation of the academy reflecting the policy of the organisation and with the support of the CEO.</li> <li>6. Use and integrate a range of technologies effectively and efficiently to manage the academy.</li> <li>7. Motivate and lead the team of professionals within the academy.</li> <li>8. Implement successful appraisal processes with all staff.</li> <li>9. Comply fully with the organisation's requirements in managing the academy's finances and to report to the CEO accordingly.</li> <li>10. Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.</li> <li>11. Ensure the supervision, security and maintenance of buildings and grounds including the health and safety of all within the premises.</li> </ol> |

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| <p><b>Accountability</b></p> | <ol style="list-style-type: none"> <li>1. Providing appropriate information, advice and support to the Local Governing Body, Trustees and Trust of WISE Academies to enable it to meet its responsibilities.</li> <li>2. Provision of comprehensive information to the CEO of WISE Academies to enable her/him to fulfil their statutory responsibilities.</li> <li>3. Ensuring that parents and pupils are well informed about the curriculum, attainment and progress, and about the contribution that they can make to achieving the academy's targets for improvement.</li> <li>4. Ensuring that the academy meets all legal requirements in relation to equal opportunities legislation and that it is conducted in accordance with legal requirements.</li> </ol> |
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|  | <ol style="list-style-type: none"> <li>5. Ensuring that the academy complies with all statutory requirements relating to the provision of education and other relevant legislation.</li> <li>6. Develop a culture that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes within the academy and across the WISE Academies Group.</li> <li>7. Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.</li> <li>8. Work with the CEO, providing information and accurate accounts of the academy's performance to a range of audiences including Trustees, Local Governing Body, parents and others.</li> <li>9. Liaise and co-operate with partners on the discharge of Headteacher functions and seek advice when necessary.</li> </ol> |
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| <b>Other Responsibilities</b> | <ol style="list-style-type: none"> <li>1. Develop relationships to secure that the interests of WISE Academies are actively promoted.</li> <li>2. Ensure that the vision, values and ethos of WISE Academies are embedded and are evident in the daily life of the Academy.</li> <li>3. To ensure the Academy's management and organisational structures are fit for purpose and facilitate continuous improvement.</li> <li>4. To deploy all resources, including staff and financial resources, in such a way that the WISE Academies' education vision is delivered.</li> <li>5. Maintaining effective financial control, securing value for money.</li> <li>6. Maximising WISE Academies' resources by seeking additional funds from external sources.</li> <li>7. Maintaining effective management and administrative processes and procedures at all levels.</li> <li>8. Ensuring the sufficiency, suitability and maintenance of the Academy's physical infrastructure.</li> <li>9. To be proactive in engaging the community.</li> <li>10. To undertake risk assessment as appropriate.</li> <li>11. Uphold provision for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.</li> <li>12. Encourage close parental involvement in the day-to-day life of the academy, and ensure that communication between the academy and home is effective.</li> <li>13. To ensure a high standard of customer service to users of the academies.</li> <li>14. To represent the academy/company at meetings or other events.</li> </ol> |
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|  | <p>15. To carry out duties in accordance with full regard to WISE Academies policies and procedures.</p> <p>16. To undertake such other reasonable duties as may be required within the Academy.</p> |
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| <b>Generic Duties relevant to all members of Staff</b> | <p><b>1. Working with colleagues and other relevant professionals</b></p> <ul style="list-style-type: none"> <li>• Communicate effectively with other staff members, and any key stakeholders</li> <li>• Collaborate and work with colleagues and other relevant professionals within and beyond the Trust</li> <li>• Develop effective professional relationships with colleagues</li> </ul> <p><b>2. Professional development</b></p> <ul style="list-style-type: none"> <li>• Keep personal knowledge and understanding relevant and up-to-date by reflecting on personal practice, liaising with the line manager and identifying relevant professional development to improve personal effectiveness</li> <li>• Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust</li> <li>• Take part in the Trusts appraisal and performance management procedures</li> </ul> <p><b>3. Personal and professional conduct</b></p> <ul style="list-style-type: none"> <li>• Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school</li> <li>• Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality</li> <li>• Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community</li> <li>• Respect individual differences and cultural diversity</li> </ul> <p><b>4. The Trust</b></p> <p>The Mission Statement of our Trust is <b>WE</b> are a family of schools who exist to <b>INSPIRE</b> each pupil to believe in themselves so they experience great <b>SUCCESS</b> through our commitment to <b>EXCELLENCE</b>. Our philosophy is one of boundless aspiration...the sky is the limit. All staff are expected to be committed to this statement in everything they do</p> <p>It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and values</p> <p>All staff should act with professional integrity at all times, following the "Code of Conduct"</p> <p>Your base location will be identified in your offer of employment. However, you may be asked to work at any of the other Schools within the Trust and you should expect to travel between sites as required.</p> <p><b>5. Teaching and Learning</b></p> <p>This is our core principle and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core principle. This may mean undertaking tasks</p> |
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outside of your area of responsibility where required.

## **6. Collective Responsibility**

At WISE Academies we are one team who, together, all commit to achieving our mission. All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders. As a WISE Team we always act with **Honesty, Integrity** and **Fairness** in everything we do.

## **7. ICT**

- All staff will be expected to utilise ICT and to improve communication and reduce paper use
- Security procedures must be followed when using ICT systems
- All staff are expected to follow the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

## **8. Health and Safety**

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environments, including information, training and supervision necessary to accomplish those goals.

## **9. Safeguarding**

- WISE Academies is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by WISE Academies Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

## **10. Data Protection**

- WISE Academies takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.

**This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust.**

**The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.**

## Person Specification: Headteacher

| CRITERIA                           | QUALITIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>Qualifications and training</b> | <ul style="list-style-type: none"> <li><b>A strong academic background</b>, with a degree and QTS from a recognised institution.</li> <li><b>NPQH (National Professional Qualification for Headship)</b> or a demonstrable commitment to completing it within an agreed timeframe..</li> <li><b>Evidence of ongoing professional study</b>, such as a Master's degree or higher diploma in Educational Leadership or Management.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Experience</b>                  | <ul style="list-style-type: none"> <li><b>A track record of cultivating high-performing cultures</b> where holistic initiatives (e.g., OPAL, Forest School) are not just "add-ons" but are <b>integrated into the core curriculum to drive well-being and attainment</b>.</li> <li><b>Expertise in diagnostic instructional leadership</b>, using classroom observations not as a "check-box" but as a tool to <b>mentor staff and facilitate a step-change in teaching quality</b>.</li> <li>Experience and evidence of managing, developing, inspiring and motivating staff</li> <li>A track record of driving school-wide excellence by setting high expectations and motivating staff through a 'high-challenge, high-support' framework that builds both confidence and competence.</li> <li>A deep pedagogical understanding of the journey from EYFS to KS2, with a proven ability to <b>ensure seamless transitions</b> and sustained high outcomes across all key stages.</li> <li><b>Strategic oversight of curriculum design</b>, with evidence of leading a subject or phase that resulted in <b>measurable improvements in pupil progress and teacher confidence</b>.</li> </ul>                                                                                                                                                                                                                                                                                                |
| <b>Knowledge</b>                   | <ul style="list-style-type: none"> <li><b>Political &amp; Educational Acumen</b>: A working understanding of national primary education policies and the <b>strategic opportunities within the Academies agenda</b>, with the ability to navigate legislative changes to the school's advantage.</li> <li><b>A Proven "Standards-Raiser"</b>: Demonstrable success in <b>lifting attainment and accelerating progress</b> across the primary age range, supported by a track record of data-driven improvement.</li> <li><b>Advocate for Play-Based Excellence</b>: A profound understanding of the <b>cultural and educational value of play</b>, with the ability to articulate and measure its direct impact on pupil mental health, physical literacy, and cognitive engagement in the classroom.</li> <li><b>Ambition for Every Learner</b>: A relentless commitment to an <b>ambitious, high-expectation curriculum for pupils with SEND</b>, ensuring that "inclusion" translates into genuine academic and social parity.</li> <li><b>Specialist Intervention Strategies</b>: Comprehensive knowledge of diverse methodologies and adaptive teaching practices to ensure pupils with SEND meet and exceed <b>highly personalised progress targets</b>.</li> <li>Expert knowledge of current pedagogy and the ability to <b>lead staff in the collaborative design of an innovative curriculum</b> that translates educational theory into exceptional classroom practice.</li> </ul> |

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| <h2>Skills and Competences</h2> | <h3>Strategic Leadership &amp; School Improvement</h3> <ul style="list-style-type: none"> <li><b>Proven Executive Impact:</b> A demonstrable track record of transformative school leadership, with clear evidence of raising standards and sustaining excellence.</li> <li><b>Data-Driven Strategy:</b> The ability to translate complex school performance data into ambitious, measurable targets and robust action plans that deliver visible results.</li> <li><b>Analytical Problem Solving:</b> An analytical mindset capable of analysing information from diverse sources to problem solve</li> </ul> <h3>People, Culture &amp; Communication</h3> <ul style="list-style-type: none"> <li><b>Compelling Communicator:</b> The ability to articulate a clear vision to all employees, with the ability to negotiate at all levels and the emotional intelligence to resolve conflict at the early stage.</li> <li><b>Inspirational Leadership:</b> A leader who establishes a clear sense of direction, fostering a culture of collective efficacy by empowering, inspiring, and motivating staff at all career stages.</li> <li><b>Cultural Champion:</b> A proven ability to unite the school behind a vibrant and inclusive ethos, ensuring a shared sense of belonging among staff, pupils, parents, and external stakeholders.</li> </ul> <h3>Operational Excellence &amp; Resilience</h3> <ul style="list-style-type: none"> <li><b>Strategic Resource Management:</b> Strong business and financial acumen, ensuring the school's resources and "business" functions are optimised to support educational outcomes.</li> <li><b>Strategic Prioritisation:</b> Exceptional organisational skills and the <b>composure</b> to lead through complex periods, making balanced, high-level decisions and meeting rigorous deadlines without compromising quality.</li> <li><b>Digital Leadership:</b> Proficiency in leveraging technology as a strategic management tool and as a driver for innovative teaching and learning.</li> </ul> <h3>Professional Attributes</h3> <ul style="list-style-type: none"> <li><b>Reflective &amp; Adaptive Leadership:</b> A commitment to continuous personal growth, demonstrating the humility to accept constructive critique and the agility to lead the school through periods of change.</li> <li><b>Collaborative Mindset:</b> A deeply collaborative approach to leadership, valuing the expertise of others and building strong, professional partnerships.</li> <li><b>Stakeholder Engagement:</b> A commitment to "excellence in service," ensuring that every interaction with parents and stakeholders reflects the school's high standards and values.</li> </ul> |
| <h2>Other Requirements</h2>     | <ul style="list-style-type: none"> <li><b>Proactive Growth Mindset:</b> A commitment to your own professional evolution and a passion for staying at the forefront of educational research and leadership practice.</li> <li><b>Outcome-Driven:</b> The flexibility to adapt your leadership style and working patterns to meet the evolving needs of the school, ensuring all strategic goals and deadlines are achieved with precision.</li> <li><b>The Visible Leader:</b> An accessible and active presence who champions the outdoor environment, recognising that the playground is a vital pedagogical space with as much value as the classroom.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

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|                           | <ul style="list-style-type: none"> <li>• <b>Collaborative:</b> Works seamlessly with internal and external partners to foster strong relationships, share best practices, and co-create innovative solutions.</li> <li>• <b>Strategic Improvement:</b> A relentless driver of improvement with the expertise to design high-impact strategies and rigorously measure their effectiveness against pupil outcomes.</li> <li>• <b>Champion of Play-Based Learning:</b> The strategic drive to maintain our <b>OPAL Platinum status</b> by ensuring the play environment is continuously resourced, effectively staffed, and celebrated as a core pillar of our educational identity.</li> <li>• <b>Creative Innovator:</b> The ability to challenge the status quo through creative problem-solving, developing new working practices that modernise the school while elevating standards.</li> <li>• <b>Uncompromising Safeguarding:</b> A profound commitment to the safety and well-being of every child, supported by an expert understanding of safeguarding frameworks and the ability to lead a culture of vigilance.</li> </ul> |
| <b>Personal Qualities</b> | <ul style="list-style-type: none"> <li>• Commitment to uphold the 7 principles of public life (the <a href="#">Nolan principles</a>) at all times</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

## Notes

This job description may be amended at any time in consultation with the postholder.

This role requires travel to a range of academies throughout the North East of England so the successful candidate must be able to drive and have their own vehicle to use for business purposes.

# Employee Benefits



Access to teachers pension for teaching staff



Access to the Local Government pension for support staff



Generous annual leave, starting at 25 days and increasing to 28 days after 5 years



Flexible work arrangements, appropriate to the role



Employee assistance programme to help with mental health issues or other personal problems



Termly staff recognition awards in every school



Professional development opportunities for all staff: career pathways and professional growth



Wellbeing at the forefront: wellbeing charter, mental health first aiders and carers leave



Access to Blue Light discount

# Staff Testimonials

We are proud to provide opportunities of growth and progression for our staff. We have a committed People team that ensures every employee has opportunities to thrive. We have employee engagement forums and staff recognition systems in place to make sure all members of staff are heard and know they are valued.

## Katrina DiGirolami

Trust Early Years Lead



“ WISE Academies has been extremely supportive of my career progression in several ways including professional development opportunities to help me to develop my skills and knowledge further. Learning and development is encouraged, prioritised and celebrated across WISE. ”



## Karina Quinn

Class Teacher Malvins Academy

“ I started my journey as a Teaching Assistant with a qualified teacher status with the aim to teach. From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities to both tutor small groups and teach in class across the school and I now continue to be supported as I start my role as Class Teacher. ”



## Lindsay Watson

Trust Business and Projects Officer

“ Having worked as a primary school teacher for 10 years, when I made the decision to change my career path and move to an administrative role, I wanted the opportunity to continue working within primary education. WISE Academies has allowed me to progress my career in such a role, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT’s central team as a Business and Project Officer.”

# Staff Satisfaction

