



Job Advertisement: Headteacher

Job details

Location:

Year 1: College Hall site, West Road, off Old Wokingham Road, Wokingham, RG40 3BT.
then, Warfield, All Saints Rise, Warfield, Bracknell, RG42 3SS

Salary: L22 – L27

Contract type: Full time, permanent, Monday - Friday

Reporting to: CEO

Responsible for: All school staff

Start date: April 2025 (Immediate start)

End date (if temporary): N/A

About us

Warfield is a new SEMH secondary school based in Bracknell Forest due to open in September 2025, providing specialist education for children aged 11 — 16 years with social, emotional, and mental health needs (SEMH), including children with ASD. The school will open with 10 places, growing to 50. The school will be sited at the College Hall campus in year 1, moving to a purpose-built school during year 2.

The school is part of The Propeller Academy Trust, a special school MAT comprising currently of 3 schools based in South Oxfordshire: Fitzwaryn, Kingfisher and Bishopswood. The Trust is due to welcome Woodeaton Manor School (an SEMH provision in Oxford) in June '25 following an academisation order, and Forest View School in Bracknell (estimated opening Sept '27) following a successful bid in wave 3.

The Trust has a successful outreach programme and supports over 70 local mainstream schools with outstanding feedback and outcomes. Propeller works closely with Oxfordshire County Council, collaborating on many projects.

Propeller is proud of its educational performance. Its curriculum is personalised and focuses on the destinations and long-term aspirations of its pupils and their families, linking directly with their communities including pupils moving directly into employment.

Job Overview

The new Headteacher at Warfield will arrive at a very exciting time. As well as having the opportunity to shape and develop their own team. With support from the newly formed governing body, CEO and Executive Leadership Team, the Headteacher will have professional responsibility for the educational aspects of the school and responsibility for the leadership, organisation and management of the school

The headteacher will:

- Create a culture of constant improvement through inspirational leadership, being committed to the highest achievement for all areas of the school, in order to provide an outstanding education of all students.
- Manage the day-to-day operations of the school and have a sound grasp of the essentials of running a successful specialist school: teaching and learning; curriculum design and staff development. This requires a hands-on approach. At the same time the Headteacher will be an outward-facing ambassador, able to communicate effectively with wider stakeholders both inside the Propeller Academy Trust and externally.
- The duties outlined, in line with Headteacher and Teacher Standards, are in addition to the ones stated in the latest School Teachers' Pay and Conditions Document that you will automatically be required to meet. You may also be required to undertake professional duties delegated by the CEO.
- To ensure a high-quality service is provided to meet the educational and support needs of our students.
- To ensure the school meets the essential requirements of relevant inspection and regulatory bodies
- To develop the school's offer for present and future needs.
- To ensure there is effective student recruitment to deliver sustainable student levels.
- To support the school and implement the Propeller Academy Trust governance and QA framework.
- To work with the Propeller Academy Trust leadership to ensure the school meets the Propeller Academy Trust's strategic objectives.

What we can offer you

- Competitive pay
- Access to Teachers Pension (TPS) with enhanced benefits for members i.e., life insurance
- Refer a friend bonus (up to £500)
- Maternity, paternity, adoption, and shared parental leave entitlement
- Free occupational health support
- Free eye test for DSE users
- Free flu vaccinations
- Wellbeing days (3 per year, pro rata for part time staff)
- Free tea and coffee
- A welcoming and supportive school with a friendly team of staff and governors
- Full training and ongoing support

How to Apply

For further details of the post and how to apply please visit <https://thepropelleracademytrust.facebook.co.uk/vacancies> and visits to our school are warmly welcomed. If you would like to discuss the post further, please contact Clare Offill at clare.offill@propellertrust.org to arrange a discussion with Tom Pegler, CEO of Propeller Academy Trust.

Please note that CVs will NOT be accepted.

Please note if you have not received communication from the school inviting you for an interview within ten working days of the closing date of the post, you can assume that you have not been shortlisted on this occasion. We thank you for your interest in the school and encourage you to apply for suitable vacancies in the future.

The Propeller Academy Trust 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.

The Propeller Academy Trust and its member schools are committed to safeguarding and promoting the welfare of all children and young people according to child protection and safeguarding guidelines. We expect all staff and volunteers to share in this commitment.

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. All post holders are subject to the necessary pre-employment check, including a satisfactory Enhanced Disclosure and Barring Service (DBS) Check, including a Child/Adult's Barred List check (where applicable to the role in question). Additionally, shortlisted candidates will be subject to online searches for publicly available information.