



Careers at SHARE Multi- Academy Trust

Job Title: Headteacher

Whitcliffe Mount, A SHARE Academy

Application Pack

Valuing People, Supporting Personal Best



Welcome to SHARE Multi-Academy Trust, a supportive and close-knit family partnership of nine academies across West Yorkshire, and a Teaching School Hub.



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At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of Valuing People, and Supporting Personal Best.

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

There are two questions any organisation must ask itself – how and why. Our ‘why’ is rooted in ‘overcoming disadvantage’, which means we do all we can to help all our pupils achieve. Our ‘how’ is captured in our strapline of “Valuing People, Supporting Personal Best”. We believe that looking after people and valuing them is essential for us to achieve our personal best. We demonstrate this by encouraging our staff to take ownership of their roles and focusing on getting the basics right, to help everybody thrive.

Our commitment to people means we work hard at sharing best practice across our trust, creating networks for colleagues to learn from one another. We foster a learning environment and workplace where everyone feels supported and encouraged. In this role, you will benefit from the support of fellow headteachers and trust improvement leaders, providing the networks you need to deliver your goals.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

We must first deliver for our people and ensure they feel valued.

Quality is our driving force



Teams drive success



We are proud to be an employer of choice.

John McNally

Chief Executive Officer
SHARE Multi-Academy Trust

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About our Trust, Whitcliffe Mount and this role

SHARE Multi-Academy Trust was first established in 2014 and, since then, we have built a solid reputation for high standards and achievement.

We operate four successful primary academies and five high-performing secondary academies across Calderdale and Kirklees local authority areas. We are proud to be the Teaching School Hub for the region and one of our schools has just been named as a Behaviour and Attendance Lead School. This is reflected in our commitment to offering staff excellent training and the quality of support we can offer with behaviour and attendance.

The purpose of our trust is to help schools improve. We think this requires a balance of sharing best practice, having a few, well-chosen common approaches and Whitcliffe Mount is one of our largest secondary schools with 1250 pupils on roll. It serves pupils in Cleckheaton but draws from neighbouring areas in Bradford and Kirklees. It benefits from modern facilities, having moved into a new school building in 2017.

The school was judged to be good in May 2025, its first inspection after joining Share in September 2022. There is an experienced and hard-working leadership team in place and a committed staff body, who are keen to help all pupils reach their full potential. There is a strong local governing body, who support the headteacher and work closely with the trust's board and leadership team.

We are seeking a headteacher who can take the school to the next level of success. Whitcliffe Mount has tremendous potential. It has made strong progress since joining Share but there is still more to do. We are now seeking a positive, committed leader who can help us take those next steps on the journey.



“Pupils enjoy attending this welcoming school. Pupils recognise the improvements the school continues to make. This is particularly so for older pupils, who can see improvement over time. Pupils value the support they get from their teachers. They are proud to attend the school.”

Ofsted, 2025



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Your Career at SHARE

Our vision of ‘Valuing People, Supporting Personal Best’ underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association School Teachers’ Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and family friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.



We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt

*Associate Principal
Shelley College*



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Our Shared Vision and Mission

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass

Jenny Carr
*Executive Principal and
Headteacher, Royds Hall*

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Our Guiding Principles

We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.



Academies

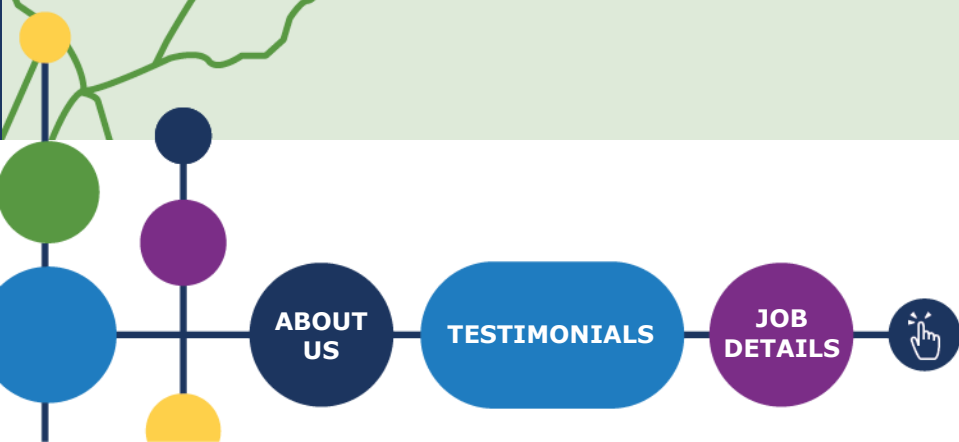


Our secondary academies



Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.



**Most recent Ofsted prior to academisation in 2025.*

Our Outcomes

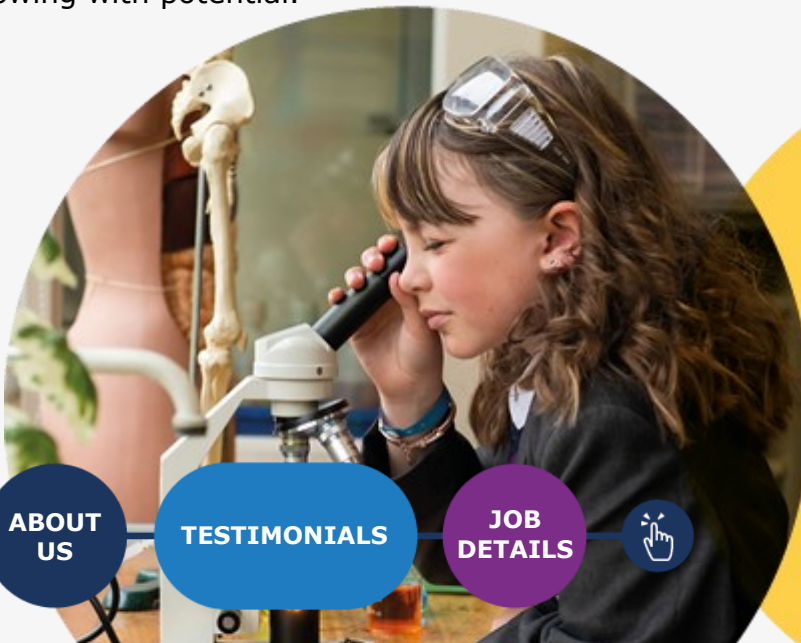
At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.



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What our colleagues say

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Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day

Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College

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The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson

Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy

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What our colleagues say

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Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

Kieran Miller-Walker

Finance Officer, SHARE
Multi-Academy Trust

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As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

Ben Modeste

Phase Leader of Lower Key Stage 2,
Luck Lane Primary School

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First-class careers, through bespoke training and support

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.



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Endless opportunities through our **Teaching School Hub and Training Accreditations**



Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers
have progressed or are
progressing through
the **Early Career**
Framework

600
teachers
are studying
NPQs

500
teachers
using our
Appropriate
Body Service

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Job title:

Headteacher

Academy:

Whitcliffe Mount, A SHARE Academy

Headteacher:

N/A

Section:

N/A

Reporting to:

Executive Principal

Contract type:

Permanent

Time commitment:

Full time

Band/Range:

School teachers' leadership scale L32 to L38

Further salary information:

N/A



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Academy information:

Whitcliffe Mount, A SHARE Academy is a large secondary academy in Cleckheaton, within close commuter distance of Huddersfield, Bradford, and Leeds. The academy is committed to supporting all pupils to achieve, develop and thrive so that they can be happy and successful.

The academy is a proud partner of the well-regarded and high-performing SHARE Multi-Academy Trust and is part of the Teaching School Hub for Kirklees and Calderdale. Whitcliffe Mount provides staff with a wealth of support and a wide range of opportunities to collaborate, network, and share best practice.

Whitcliffe Mount has a wonderful academy community and is a great place to work, where all team members play a vital role in making a positive impact on the life chances of others.

The academy is proud to offer:

- A supportive and ambitious environment where all students are encouraged to go beyond what they think they can achieve and to enjoy learning; helping them to lead successful, healthy and happy lives
- A vibrant place to work which equips staff to deliver their best every day, under the strong belief that Valuing People, Supporting Personal Best is the key
- A commitment that staff are happy, engaged and well supported at work; taking pride in students' attendance, behaviour, progress and development as well as their own
- Excellent training and guidance relevant to individual job roles, so expectations are understood and staff are motivated
- Great benefits, as an employer of choice, including outstanding CPD, supportive line management, and meaningful networking opportunities across the trust to aid personal development
- Supportive leadership, encouraging healthy work-life balance
- A high-quality teaching and learning environment, alongside good facilities
- A culture where children are happy, settled and confident, accessing a broad and balanced curriculum which provides a memorable educational experience for pupils and staff.

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Students are offered a wealth of extended learning opportunities at Whitcliffe Mount from Brilliant Club, Duke of Edinburgh, Rugby Pathway, Rotary Club Technology tournaments, Musicals, Dance Academy, to Chess Club.

Students are supported to represent the school in a wide range of sports including Football, Rugby, Basketball, Netball and Athletics, with the opportunity to take part in an annual sports tour, competing in football and netball teams.

Students gain from a wealth of opportunities offered including leadership experiences in every year group as part of the Student Leadership Team.

Extended learning opportunities are available from before school, lunchtimes and after school; as well as school holidays such as ski trips, sports tours and summer school.

A strong belief exists that offering a wide range of extended learning opportunities ignites students interests and allows them to uncover skills and abilities that support their sense of achievement and happiness in school and into adulthood.

Whitcliffe Mount are proud to have been awarded Careers C&K Accreditation, Mental Health Award, Eco-Schools Award and National Online Safety Mark.

Whitcliffe Mount is a wonderful school community and a great place to work, and where all staff team members can make a positive impact upon the life chances of others.



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We are looking to recruit:

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Headteacher Whitcliffe Mount, A Share Academy Leadership L32 to L38

We are seeking a talented leader to join our trust and lead Whitcliffe Mount in the next stage of its journey to excellence. This is an exciting opportunity to join a successful trust and a large secondary school with high standards but lots of potential to improve further.

We would love to hear from you, if you:

- Share our trust's aim of "overcoming disadvantage" and believe in "Valuing People, Supporting Personal Best"
- Are ambitious for all pupils, committed to securing high standards of behaviour, academic performance and providing opportunities for personal development
- A commitment to inclusive practice and keeping all pupils safe
- Can lead others effectively, able to help colleagues achieve their personal best and contribute to the team's success
- Have achieved success in your current senior leadership role
- Would welcome working with a team of supportive colleagues, sharing resources and expertise for the benefit of all.

We put people first in our trust. This is reflected in our core belief of 'Valuing People, Supporting Personal Best'. We offer first class training and support, with internal leadership programmes complementing the extensive offer we can deliver as the Teaching School Hub for Calderdale and Kirklees. We allow our leaders to make decisions and take responsibility, whilst offering the support they need to be a success. This commitment has helped us buck the national trend with recruitment and retention. Many of our staff tell us they would not be willing to work anywhere else.

There is a wealth of support available across our trust, from networks of headteachers, trust-wide subject directors, trust improvement leaders and a very experienced central team. You will be trusted to lead Whitcliffe Mount but know you can draw on the support of a very successful team. In addition to the Teaching School Hub, one of our schools is a Behaviour & Attendance lead school and we have been asked to support other schools through the RISE programme, a strong indication of the quality of our work and support.

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We offer a first-class benefits package, including competitive salaries and longer-term opportunities for career development. Above all, we provide a warm, friendly, supportive environment that helps our colleagues to thrive.

Closing Date is Wednesday 26th November 2025

Interviews will take place on Thursday 4th and Friday 5th December 2025

SHARE MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post and an online search will be undertaken for all shortlisted candidates.

SHARE MAT comprises of Heaton Avenue Primary, Luck Lane Primary, Millbridge Primary, Woodside Green Primary, Royds Hall, Shelley College, Thornhill Community Academy, Todmorden High School and Whitcliffe Mount School. A central team provides operational support, covering ICT networks, buildings and facilities, finance, HR and school improvement services.

For more information, get in touch with:

Candidates are welcome to contact the trust to discuss the role further or arrange a visit. Please contact Jenny Carr, Executive Principal jenny.carr@sharemat.co.uk or via telephone to Mrs Carr's Personal Assistant, Rebecca Corcoran on 01484 463366 ext 1207.



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SKILLS AND EXPERIENCE

Overall purpose of the role:

The post-holder will:

- Play a leading role in delivering the trust's aims and objectives, in accordance with our Funding Agreement and Strategy Plan
- Lead and manage Whitcliffe Mount to a high standard, fulfilling the standards described in the [National Standards for Headteachers 2020](#), the [Governance Handbook](#) and the [School Teachers' Pay and Conditions](#) document
- Undertake other duties commensurate with the role, as directed by the CEO, to support colleagues in other trust schools, to strategically lead areas of trust-wide development or build partnerships that support the delivery of the trust's objectives
- Be accountable to the Executive Principal for achieving the highest standards of education for pupils in the academy
- We appoint headteachers to the post, not the school. However, we only make changes in consultation and with the agreement of the postholder.

Safeguarding requirements:

This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.

Applicants **MUST** complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the headteacher.



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Key Outputs:

People

The headteacher is responsible for the wellbeing and professional standards of all staff within the academy, working with the executive principal and the central team to build a cohesive, happy and high-performing team.

The postholder will lead and manage the academy's senior leadership team, deploying colleagues effectively to deliver progress against strategic goals and ensure statutory obligations are met in full. The headteacher will support the professional development of the senior leadership team through effective coaching, training and clear objectives.

Ethics and professional conduct

A headteacher is expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

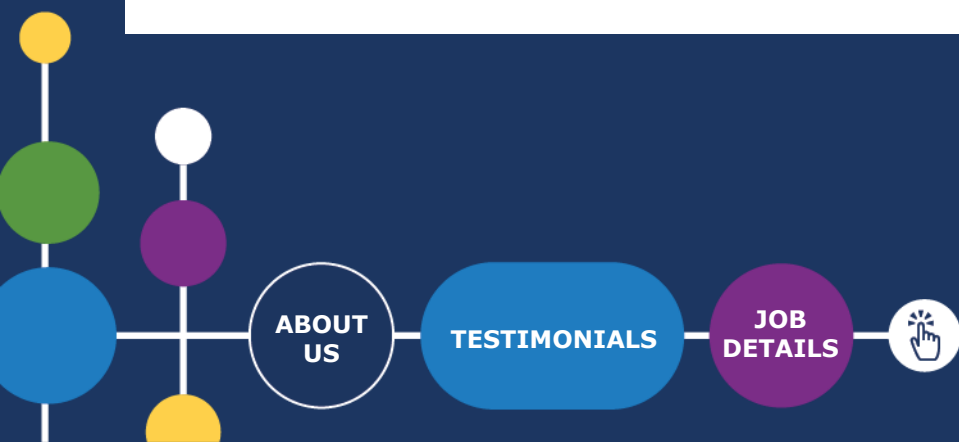
The post holder must uphold and demonstrate the [Seven Principles of Public Life](#) at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

The post-holder must uphold public trust in the trust and academy, maintaining high standards of ethics and behaviour at all times. Both within and outside of the trust, the headteacher must:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law.

As a senior leader in the trust community and profession, the post-holder must:



- serve in the best interests of the trust's pupils
- conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
- uphold their obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for their own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system.

Leadership Domains

School culture

The post-holder must:

- establish and sustain the academy's ethos and strategic direction in accordance with the trust's overall objectives, under the direction of the CEO, in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism
- support other headteachers and central team members in establishing a trust-wide culture of high performance for all pupils.

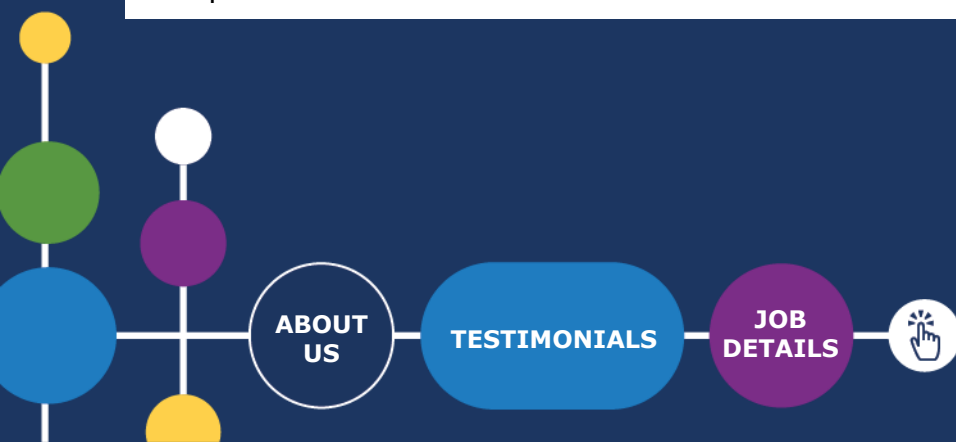
Teaching

The post-holder must:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment
- support the development of high-quality teaching across the trust.

Curriculum and assessment

The post-holder must:



- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- ensure the school's curriculum fulfils the common approaches and standards agreed at trust level
- support the work of trust leaders, such as subject directors or assistant directors of school improvement, to help raise standards for all pupils
- contribute to the development of a high-quality curriculum across the trust
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

Behaviour

The post-holder must:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school model and teach the behaviour of a good citizen
- fulfil the common standards and approaches agreed at trust level.

Additional and special educational needs and disabilities

The post-holder must:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate



- work in partnership with colleagues from across the trust, to deliver the best support available for pupils with the additional needs and special educational needs and disabilities
- support the SENDCO and other professionals to develop best practice across the trust
- ensure the school fulfils its statutory duties with regard to the SEND code of practice.

Professional development

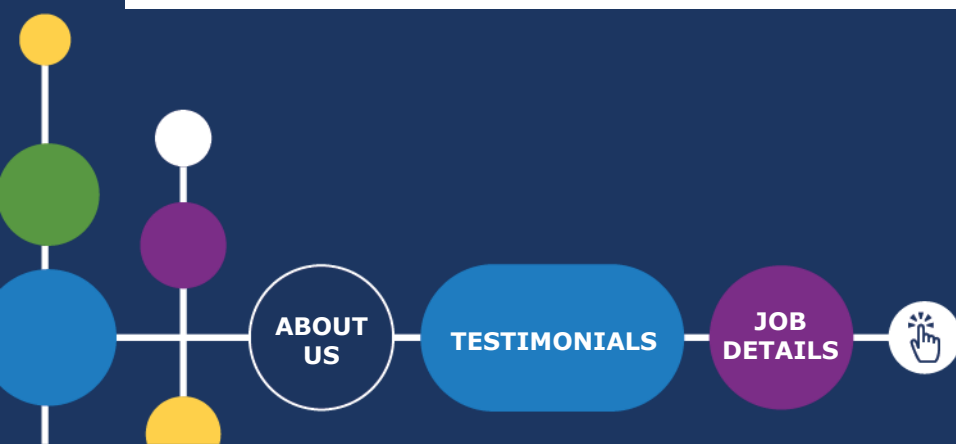
The post-holder must:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school, improvement team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning
- contribute to the development of teacher trainees, teachers in the early stages of their career and those progressing into leadership positions
- support the aims and activities of the trust's Teaching School Hub, encouraging and supporting staff who wish to participate in professional development activities, such as NPQs
- play an active role in trust-wide professional development activities, recognising a collective responsibility for developing staff across the trust.

Organisational management

The post-holder must:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk
- comply with all trust-wide systems for managing risk, safeguarding or staff wellbeing.



Continuous school improvement

The post-holder must:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time
- actively support trust-wide school improvement approaches.

Working in partnership

The post-holder must:

- forge constructive relationships across the trust and beyond, working in partnership with parents, carers and the local community
- commit your school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Governance and accountability

The post-holder must:

- understand and welcome accountability to the trust's board via the Chief Executive Officer
- understand and welcome the role of effective local governance, accepting the need for transparency and offering opportunities for governors to challenge practice and strategic direction
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.



Dimensions:

- Will lead a secondary senior leadership team
- Budget of up to £10 million
- Staff of up to 150

Work/Business contacts:

Internal: Pupils, parents /carers, leaders, teachers, support staff, governors, directors, members, central trust leadership team.

External: Department for Education, local authority staff, external agencies such as the police or social care, suppliers, some contractors of services, local community groups.

Expertise in role required (At selection – Level 1):

ESSENTIAL

- Can demonstrate commitment to the trust's educational vision and values
- Qualified teacher
- Successful experience as a school senior leader or equivalent position (at least three years) or a role with similar levels of responsibility and accountability
- Possesses NPQH or capable of passing NPQH within 3 years
- Strong record in school improvement
- Evidence of ability to lead strategically and work effectively with trustees or governors
- Good understanding of statutory frameworks for schools, such as the OFSTED handbook
- Able to communicate effectively with different groups, including pupils, parents, staff and governors
- Proven record of building positive working relationships in schools, able to secure the commitment of others to shared vision and values centred on providing the best possible experience for pupils
- Can demonstrate an ability to secure the highest standards of teaching & learning, behaviour, pastoral care and outcomes for children and young people
- Able to secure robust systems for managing resources to maximise impact
- Possesses a strong understanding of how to keep children safe in education
- Sound working knowledge of legislation that is relevant to schools, e.g. employment law, data protection, equality responsibilities



- Able to think systematically, to introduce appropriate systems that are well understood by all stakeholders.
- Positive about working within an academy trust, recognising the advantages partnership and willing to compromise approaches to support the wider success of the organisation.

DESIRABLE

- Good understanding of statutory frameworks for academies, including financial regulations
- Able to demonstrate impact of improvement work, e.g. through performance measures or OFSTED judgements
- Evidence of relevant professional development, e.g. OFSTED inspector training or a leadership NPQ

HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form. Please describe how your skills and experience match the required skills and experience, your vision for Whitcliffe Mount and the contribution you could make to our trust in your personal statement.

Application link:

To apply, please follow the link here: [SHARE Multi Academy Trust - Current vacancies](#)

Completed application forms should be returned to share.hr@sharemat.co.uk.

Candidates are welcome to get in touch before submitting their application. Please contact Jenny Carr, Executive Principal jenny.carr@sharemat.co.uk or via telephone to Mrs Carr's Personal Assistant, Rebecca Corcoran on 01484 463366 ext. 1207. We may also be able to arrange a school visit upon request.

Closing date:

Midday, Wednesday 26th November 2025

Interview dates:

Thursday 4th and Friday 5th December 2025

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post. An online search will be undertaken for all shortlisted candidates.

ABOUT
US

TESTIMONIALS

JOB
DETAILS





*Ready to start your career with Share MAT?
Additional information:*

Academy website

www.whitcliffemount.co.uk

Academy address

Whitcliffe Mount, A SHARE Academy
Turnsteads Avenue, Cleckheaton, West Yorkshire
BD19 3AQ

Trust website

www.sharemat.org