

# The people behind the magic.



**JOIN OUR TEAM**



# Principal

**Salary:** L25 – L31 £93,424 - £108,202

**Contract:** Leadership

**Closing Date:** Tuesday 10 February 2026 at 9am

**Interview:** Week commencing 23 February 2026

**Start Date:** 1 September 2026

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



**Together**  
Learning Trust

# Innovating, Communicating, Empowering

Castle Hill is an outstanding special school in Huddersfield meeting the needs of over 130 students age 3 to 19 with a range of additional needs including severe, profound, and complex learning difficulties.

Ofsted recently stated: 'Pupils at this school thrive in an environment tailored to their individual needs. This is a happy, encouraging, and caring school where the vision to 'innovate, communicate and empower' is not just a statement but a lived reality'. November 2024

Communication is fundamental to our learning strategy and underpins participation in all aspects of school life. Other key skills are supported by a cross curricular approach enabling our students to engage, interact and ultimately understand their world.

The school also uses a range of specialist learning strategies supported by other professionals towards outstanding outcomes. Child centred planning and careful assessment ensures the curriculum is engaging and personalised to support the best possible progress for all.

The school is purpose built and provides a bespoke learning environment which continually adapts, changes, and develops to meet the evolving needs of our students.



*"Our child has come on leaps and bounds attending Castle Hill and is so much more confident in exploring the world around her.*

*Thank you for all your help and support. We would be lost without the school and the support of the staff."*

**- PARENT COMMENT - 2025**

**EXPLORE MORE**



[www.castlehillschool.org.uk](http://www.castlehillschool.org.uk)



# Principal

## Innovating, Communicating & Empowering.

We are seeking an experienced or an aspiring, outward looking, inspirational Principal who has the skills, abilities and passion to lead an outstanding specialist school. **Together Learning Trust** is a thriving, high performing trust that is highly regarded within the region and beyond, sitting securely in the top 10% most improved Trusts nationally. We are proud to lead a group of nine schools, presently three secondary, five primary and one special school inspiring over 5700 young people and 800 staff in Calderdale and Kirklees.

Together Learning Schools are wonderful places to work. We value and support our teams across all our schools, and recognise the ideas, experience and expertise of our staff. Our schools work closely together to identify and implement the best strategies for teaching and learning, recruitment and talent management.

Castle Hill School is an outstanding school with incredible dedicated professionals. We are looking for a leader who can foster a safe and inclusive culture for all staff and students and demonstrate complete commitment to the progress of all students.

This is a phenomenal leadership opportunity in which you can make a real difference to the lives of children and young people through the provision of inclusive and caring educational support in a modern and impressive specialist facility. You will join an exceptional school-based team who work hard and are committed to ensuring students thrive.

If you have a clear vision and ambition, with a track record of success we would love to have a conversation with you.

The Principal of Castle Hill will:

### **Champion exceptional student development and life chances**

Create a safe, joyful and highly personalised environment where children and young people with complex needs thrive. The Principal will ensure high-quality, ambitious provision that supports communication, independence, wellbeing and preparation for adulthood, so every learner is enabled to achieve their very best.

### **Be a visible, trusted and values-led leader**

Lead with warmth, credibility and presence, inspiring confidence among staff, students, families and the wider community. The Principal will model the ethos and culture that make Castle Hill such a special place, sustaining its strong sense of belonging, care and shared purpose.

### **Inspire and grow great staff**

Build a culture where staff feel valued, supported and professionally fulfilled. By aligning curriculum, systems and development, the Principal will enable staff to deliver consistently

strong practice, sustain wellbeing and continuously improve outcomes for children and young people.

### **Shape and strengthen SEND excellence across the Trust**

Work collaboratively with Together Learning Trust and executive colleagues to develop and embed high-quality SEND practice across the Trust, sharing Castle Hill's expertise with mainstream schools and contributing to strategic SEND leadership within the wider system.

### **Demonstrate ambition for future specialist provision**

Help position Castle Hill as a centre of excellence, with the vision and credibility to support the development of additional specialist provision over time, and to be recognised for exceptional practice locally, regionally and beyond.

## **WORKING TOGETHER**

### **Benefits for you and your development?**

This is a unique opportunity to work collaboratively with the exceptional talent on our executive leadership team under the direction and with the support of the CEO of Together Learning Trust.

In addition, you will receive tailored development, coaching and mentoring to help you be the best you can be, not to mention the fantastic support from the central services team, the school improvement team and the receptive and ambitious leaders of the schools in the trust. This is somewhere you can make a real difference to the lives of children, as part of a brilliant team with a shared vision and the drive to transform the lives of young people.

You will also benefit from a suite of incentives that support your financial, professional and personal wellness. In addition, this is a role where the scope for your professional development is boundless as you grow your expertise along with the role.

If our trust sounds like a place in which you could really make a difference, then we would love to show you around and tell you more about our wonderful school. Please fill in the enquiry form on the micro site to arrange an initial conversation with me and see what we could do, together?

### **DAVID LORD, CHIEF EXECUTIVE OFFICER**

## **SAFER RECRUITMENT**

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.

# ROLE PROFILE | Principal

<b>Accountable to:</b>	Chief Executive Officer and Chair of Local Governing Committee
<b>Accountable for:</b>	Senior Leadership Team
<b>Job Family:</b>	Senior Leadership
<b>Salary:</b>	L25 – L31
<b>Hours:</b>	Full Time/Leadership

## CORE PURPOSE

Lead the strategic direction and management of the school in liaison with the CEO and local governing committee to ensure outstanding provision for all students is maintained.

## KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers its purpose and key duties and outcomes.

### Organisational and Strategic Leadership

- ✓ Accountable for the strategic direction, culture, and all aspects of performance of the school in alignment with the Trust's vision, values and mission and in collaboration with the Trust Board, local governing committee, Local Authority and community
- ✓ Lead effective deployment, recruitment and performance management ensuring effective personal and professional development strategies are in place to support succession planning and talent management at all levels.
- ✓ Build and maintain employee trust through effective senior leadership which motivates and inspires.
- ✓ Ensure outstanding progress, including exemplary behaviour across school.
- ✓ Demonstrate and engender in others respect, integrity, optimism, resilience and pragmatism.
- ✓ Ensure buildings and facilities operate efficiently and effectively to meet the needs of the curriculum and health and safety obligations.
- ✓ Maintain a financially and educationally viable school consistent with the aims of the school; work with Finance, Governors and the Trust to ensure funding is allocated appropriately and that spending is monitored and managed effectively to support the curriculum.
- ✓ Maintain a visible, credible, and inspiring presence for staff, students, parents/carers, and the wider community.

### School Improvement/Teaching and Learning

- ✓ Deliver a rich, inclusive and fully compliant curriculum and vocational provision that reflects the school's context and ethos.
- ✓ Lead rigorous assessment, monitoring and evaluation systems, responding swiftly to areas requiring improvement.
- ✓ Lead OFSTED preparation, contribute to Trust and Local Authority improvement processes, and evaluate the school's effectiveness against the Evaluation and Improvement Plan (EIP).
- ✓ Monitor, review and refine teaching and learning, policies, priorities and targets to sustain outstanding performance.
- ✓ Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.

## **Safeguarding**

- ✓ Ensure that schools meet statutory legislative standards including safeguarding, child protection and health & safety.
- ✓ Provide written safeguarding reports to the Governing Body in a timely manner and keep governors regularly updated on safeguarding matters.

## **External Engagement**

- ✓ Work collaboratively with the Trust Board and Local Governing Committee as required to enable them to fulfil their strategic monitoring, statutory and wider responsibilities.
- ✓ Represent the Trust externally; contribute to educational policy, building relationships with regulators, government bodies and other Schools/MATs.
- ✓ Contribute to local child protection groups and attend relevant multi-agency meetings.
- ✓ Foster strong parental engagement and support families to be active participants in their children's learning and outcomes.
- ✓ Develop the school as an asset for the local community, to enable all to benefit from the facilities for education, training, health, fitness and recreation opportunities.

## **EXPECTED BEHAVIOURS**

Conduct role in line with the Trust behavioural competencies relevant to executive leadership job family, to include:

- ✓ **Vision Setting** - Develops and communicates a clear, compelling vision aligned to organisational purpose.
- ✓ **Strategic Leadership** - Integrates and delivers strategy across education, operations, people, finance and risk.
- ✓ **Standards and Excellence** - Drives uncompromising standards in quality of education, inclusion and equality.
- ✓ **Culture Leadership** - Creates and sustains a high-performance culture through consistent modelling and expectation-setting.
- ✓ **Tone from the Top** - Sets and reinforces organisational expectations through visible, credible leadership.
- ✓ **Resource Stewardship** - Manages financial and organisational resources responsibly to ensure sustainability and impact.
- ✓ **Community and External Engagement** - Builds strong relationships with partners, regulators, commissioners and the wider community.
- ✓ **Strategic Thinking** - Anticipates future challenges and opportunities and positions the organisation to respond effectively.
- ✓ **Governance and Accountability** - Understands governance structures, accountability frameworks and the respective roles of boards and executives, ensuring effective oversight and assurance.

## PERSON SPECIFICATION

Experience and Qualifications	Essential	Desired
NPQSL / NPQH.		✓
Qualified Teacher Status (QTS).	✓	
Good honours degree.	✓	
Recent and relevant CPD.	✓	
Substantial experience as a senior leader in a specialist school with a proven track record of securing a successful and positive culture in schools.	✓	
Evidence of sustained and aspirational high-quality student progress in previous senior leadership roles.	✓	
Proven experience of effective collaborative multi-agency working and stakeholder engagement, alongside an effective partnership with the Governing Body.	✓	
Ofsted Inspection Experience.	✓	
Technical Skills		
Extensive working knowledge of the SEND code of Practice 2015 across EYFS and Primary, Secondary and Sixth Form.	✓	
Knowledge of safeguarding at DSL/DDSL level.	✓	
Knowledge of the needs of learners with highly Complex Needs including those with Profound and Multiple Learning Difficulties, Severe Learning Difficulties and those with Multi-Sensory Impairments from the age of 3 to 19.	✓	
Excellent working knowledge of the Children and Families Act 2014, KCSIE and Equality Act 2010.	✓	