



**Woldgate**  
School



**Wonder**  
Learning Partnership  
Educate | Empower | Engage | Enrich

# Information for Candidates

## Trust Secondary Headteacher

# Welcome to Woldgate School & Sixth Form College



## Woldgate is a school with a distinct vision for education

Woldgate is a positive, warm and welcoming school where pupils aim to do their very best and take pride in their achievements. By constantly challenging our pupils to excel, we nurture aspiration and strive to cultivate a lifelong love of learning in our young people.

Our view of an outstanding school is based on shared values, where every child is known and cared for as an individual. To cultivate this, we build a supportive and caring community, where a child's talents can grow through academic study and the opportunity to participate in the many activities, productions and visits that make Woldgate School unique.

We believe we provide a unique education for our young people. As a school at the heart of the community it serves, we work in partnership to ensure our children not only receive a broad and balanced education, but also have the opportunity to enjoy the Yorkshire Wolds and make a wider contribution to the area in which they live.



**Woldgate  
School**  
Of great merit, character & value



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# Vision & Values

## Woldgate School

**“Everything you do should be worthy, of great merit, character and value”**

Woldgate is a positive, warm and welcoming school where pupils aim to do their very best and take pride in their achievements. By constantly challenging our pupils to excel, we nurture aspiration and strive to cultivate a lifelong love of learning in our young people.

We provide a creative, safe and caring environment where every child is known and cared for as an individual. In this climate, every young person has the opportunity to thrive as they develop in personality, character and intellect and become highly successful learners and individuals.

We believe we provide a unique education for our young people. As a school at the heart of the community it serves, we work in partnership to ensure our children not only receive a broad and balanced education, but also have the opportunity to enjoy the Yorkshire Wolds and make a wider contribution to the area in which they live.



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### Great Merit

The quality of being particularly good or worthy, especially deserving of praise or reward.



### Great Character

The moral qualities that define an individual.



### Great Value

The principles or standards of conduct we work to; our judgment of what is important in life, including the British Values.





# A New School 2025

## Department for Education School Rebuild



**Be part of  
our journey**

## State of the Art Facilities



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# Life at Woldgate School



**We are passionate about teaching and learning. We use the latest research and evidence to inform our comprehensive staff development programmes, ensuring that teaching and learning are consistently excellent.**

As a school of over approximately 1,200 pupils and students we are large enough to offer a broad curriculum while at the same time ensuring your child is known and cared for as an individual. The curriculum at Woldgate School is driven by a desire to expand knowledge, drive progress and ensure our pupils enter the community as educated citizens. We value the qualifications that our pupils achieve but we want to ensure that pupils have the knowledge and competencies they need to understand and thrive in the world.





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# One Family

**We are part of a wider family of schools in the Wonder Learning Partnership. The Trust is passionate about working in partnership to provide the best education for our children along with ensuring colleagues are supported in career development.**

**Our Trust is child centered, driven by an absolute desire, to know and care for each child as an individual. To nurture their individual talents and to create within them a love of learning. Exposing them to the true majesty, awe and wonder of creation. We take pride in:**

- **Recognising locality, rurality, community.**
- **Respecting the foundation, history and identity of each school.**
- **Ensuring every child can attend an exceptional local school.**
- **Providing every school who shares our mission a choice and home.**
- **Serving the greater good, the needs of others and our vocation as Servant Leaders.**
- **Being an advocate for those who we serve.**

**Learn more about our Trust: [www.wlp.education](http://www.wlp.education)**

## Educate

We are committed to educating the whole child and believe every child should reach their potential.



## Empower

We will empower our whole school community through support, development and value in the pursuit of excellence.



## Engage

We will engage in best practice to develop the personal qualities and aspirations of pupils and staff.



## Enrich

We will ensure our children are exposed to a wealth of experiences and opportunities.





# The Wonder Family



## Trust Schools

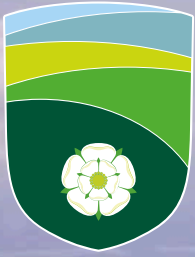


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## Family Schools







# Woldgate School

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## Job Role Description



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## Trust Secondary Headteacher



# Core Purpose

<b>Post Title:</b>	Trust Secondary Headteacher
<b>Base:</b>	Pocklington, York, YO42 2LL
<b>Salary:</b>	Leadership Range L25 to L29
<b>Line Management:</b>	Trust Chief Executive Officer

This role is best suited to an experienced and ambitious Deputy Headteacher who is looking for their next challenge through becoming a Headteacher. The Headteacher, will under the direction of the CEO, provide strategic and operational leadership, working with Trustees and other stakeholders to lead, develop, implement and maintain the strategic direction, vision, values and priorities of the Trust and the school, ensuring that all involved are committed and engaged to providing the best outcomes and experiences for our children.

The Headteacher will act as a role model for all in our school community.

**Teaching:** The Headteacher will lead teaching and learning, to maximise academic progress - to develop within our pupils the skills they need to learn and an unquestionable thirst for knowledge.

**Ethos:** The Headteacher will create through collaboration, an ambitious, sequenced, interlaced Trust curriculum, to open our child's hearts to the wonders of our world and to maximise learning.

**Achievement:** The Headteacher is responsible for ensuring the continued and sustainable raising of academic progress and standards. Using Trust data and national benchmarks to monitor, evaluate and improve the quality of leadership and teaching, to help our children excel.

**Care:** The Headteacher will create a warm, welcoming and caring community, with every child known as an individual. A place where our children can thrive, have fun, benefit from great teaching and personalised tuition.

**Holistic:** The Headteacher will enrich the lives of every member of our community – making the most of their individual talents and providing a wealth of enrichment opportunities within the formal curriculum and beyond the end of the school day.

The Headteacher is directly accountable to the CEO for the implementation of the strategic and operational priorities within the school and Trust on a day to day basis, with oversight by the Trustees. Headteacher will act as a role model for all in our school community.

# Duties & Responsibilities

## Ethics & Professional Conduct

- Demonstrate consistently high standards of principled and professional conduct.
- Be an advocate for the Trust, its work, partnership and collaboration with external agencies.
- Meet and model all the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them. Achieve and model the standard outlined in the Department of Education's guidance, Headteachers' standards 2020.
- 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.
- Uphold public trust in the WLP school leadership and maintain high standards of ethics and behaviour.
- Both within and outside school, 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.
- Serve in the best interests of the school'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.





## Teaching, Curriculum & Assessment

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of the Trust pedagogy.
- Ensure effective use is made of formative, summative assessment and interlacing, to monitor understanding and knowledge retention.
- Ensure an ambitious, challenging, broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- 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.

## Ethos

- Establish and sustain the Trust's ethos and strategic direction 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.
- Develop and maintain respect across all stakeholders, inspiring others to contribute positively to shared ideas and plans for the school.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.
- Develop an ethos and culture that ensures regular involvement of all staff in school development and ensure collaboration, innovation and individual and team creativity both within school but also working across the Trust.

## Special Educational Needs and Disadvantaged

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs, disabilities or those who are classified as Disadvantaged.
- 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.
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice.



## Professional Development

- Ensure staff have access to high-quality, sustained professional development opportunities aligned to balance the priorities of whole-school improvement, team and individual needs.
- Regularly review your own practice, set personal targets and take responsibility for your own continuous professional development.
- Effectively and robustly implement the Trust performance management process for staff ensuring delivery of agreed collective and individual objectives and standards.
- 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.
- Actively keep abreast of educational developments and best management practices in order to introduce appropriate innovation, whilst building on the trust ethos and vision.

## Organisational Management

- 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 effective operational management for the delivery of education within the school's budget and in accordance with financial and Trust processes and the requirements of academies financial handbook, taking direction from CFO & CEO.
- Working with CFO, CEO, and the WLP Board of Trustees to manage all education resources within allocated budgets; actively seek opportunities for cost-improvements and ensure that 'value for money' is at the core of all financial activities, to ensure they have a positive impact on the learning of children.
- Translate the vision for the school into agreed objectives, operational and business plans, and working with Trust Central Team.
- Ensure staff are deployed and managed well with due attention paid to workload.
- Ensure a culture of professionalism and open dialogue with staff across the school, ensuring a joint commitment to the values, vision and priorities for the school.
- 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.
- Act in accordance with the Trust policies, procedures and legislation affecting the conduct of the school, particularly those governing health and safety, finance and employment rights.

## Continuous School Improvement

- 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.
- Implement Trust 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.



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## Working in Partnership

- Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.
- Develop and communicate a shared educational vision that expresses the core values of the Trust, is responsive to the needs of the local community, and motivates and inspires others.
- Working in collaboration with the Trust Central Team, other Trust schools and all key stakeholders to achieve and articulate the Trust vision and secure their commitment to its enactment.
- Participate in Trust and sector wide activities in order to share best practice, contribute to the development of the Trust strategies and policies, and promote the Trust in the local and national context.
- Commit the 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 & Accountability

- Understand and welcome the role of effective governance, upholding your obligation to give account and accept responsibility.
- Establish and sustain professional working relationships 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.
- Work collaboratively with the Chair of Governors to encourage and support all LGB members both separately and collectively to fulfil their governance responsibilities effectively, in particular in terms of holding the school to account and challenging the school to enable all pupils to make the best possible progress and achieve their full potential.



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# Person Specification

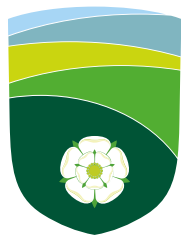
Qualifications and Experience:	Essential	Desirable
Qualified teacher Status	Y	
Degree or equivalent	Y	
National professional qualification for headship (NPQH)		Y
Evidence of commitment to continual professional development including recent participation in a range of relevant training	Y	
Evidence of commitment to continual professional development including recent participation in a range of relevant training		Y
At least 12 months experience of working at senior level in education (Head, Assistant Head or SLT level)	Y	
Proven track record of raising educational standards	Y	
Experience of working in at least two different schools		Y
Experience of whole school curriculum planning, development and implementation	Y	
Experience of developing, implementing and managing effective whole school systems for monitoring pupils' progress	Y	
Involvement in school self-evaluation and strategic development planning		Y
Demonstrable experience of successful staff management and development	Y	
Experience of offering challenge and support to improve performance of academic, pastoral and support work	Y	
Experience of successfully leading change and inspiring others	Y	
Leading a school to achieve improved OFSTED judgements		Y



Professional knowledge and understanding:	Essential	Desirable
Understanding of local and national policies, priorities and statutory frameworks	Y	
Understanding of the roles of WLP and Board of Trustees		Y
Confidence in accessing, analysing, interpreting data, and the ability to use data to set targets and identify weaknesses, support school planning, monitoring and development	Y	
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	Y	

Criteria:	Essential	Desirable
Ability to remain resilient, positive, enthusiastic and good humoured when working under pressure	Y	
Strong commitment to raising standards	Y	
Ability to relate to children	Y	
Capability to make and take decisions and delegate appropriately	Y	
Effective communication oral and written, and strong interpersonal skills	Y	
Ability to communicate a compelling vision and inspire others	Y	
Ability to build strong teams and effective working relationships	Y	
A commitment to ensuring the best outcomes for all pupils and promoting the ethos and values of the school and trust	Y	
Strong emotional intelligence and self-leadership skills	Y	
Strong people skills, enabling others to grow and develop	Y	
Commitment to maintaining confidentiality at all times	Y	

Safeguarding:	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children and young people	Y	
Recent accredited safeguarding training	Y	
Sound understanding of statutory safeguarding requirements	Y	



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**Note** - This person specification is not necessarily a comprehensive definition of the post. It will be reviewed and may be subject to modification and amendment after consultation with the post-holder.

## How to Apply

**Start Date: January 2026**

If you would like to apply for the position of Headteacher please complete the Teacher post application form available on [www.wlp.education](http://www.wlp.education)

Please return completed application forms to Lucy Bailey in our Trust People and Culture Team [recruitment@wlp.education](mailto:recruitment@wlp.education) – by 9am Monday 6<sup>th</sup> October 2025  
Interviews scheduled week commencing 13<sup>th</sup> October 2025

The trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment. An enhanced DBS disclosure is required for all posts.



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