JOB DESCRIPTION

Post Title:	**Head Teacher**
	WCG Grow (14-16 Direct Entry School)
Salary Range:	**£57,218 - £62,715 per annum (Management Spine Points 15 – 19)**
Contract:	**Permanent / Full Time**
Reference:	**CS12455**

PROTECTION OF CHILDREN

Any offers of appointment will be subject to a Disclosure and Barring Service (DBS) check (formerly CRB), a certificate of good conduct if applicable, plus receipt of satisfactory references, Occupational Health clearance, an understanding of safeguarding and qualifications verification. An Enhanced DBS check is required for this position as you will be working within 'Regulated Activity' within a specific place (i.e. the College).

This role is classed as working within Regulated Activity. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. By applying for this position, you agree to an Enhanced DBS check in line with DBS regulations.

WCG Child Protection Procedure >

ABOUT PERSHORE COLLEGE

Warwickshire College Group (WCG) is a forward-thinking, multi-campus educational institution rooted in the Midlands and dedicated to empowering learners, driving regional prosperity, and addressing national priorities. **Pershore College** is a nationally recognised centre for excellence in horticulture, agritech, arboriculture, and inclusivity. This established reputation now supports a broad curriculum, including academies for construction and sport. Students also train in health and social care, hair and beauty, graphic and media art, and veterinary nursing. **Powered by WCG, Pershore College** is one of our diverse campuses across Warwickshire and Worcestershire, WCG combines tradition with innovation to deliver education that transforms lives and shapes futures.

To learn more about the WCG Strategic Approach, read our Impact Strategic Plan 2025-2028:





WCG Impact Strategic Plan 2025–28 >

BACKGROUND TO THE POST

WCG Grow* offers an exciting opportunity for learners aged 14 (Year 10) who are ready to take charge of their future and follow their passion. Young people can apply directly to join WCG Grow, where they will study core GCSEs alongside proposed introductory pathways in Animal and Plant Care, Construction, Creative Digital Design, Hair & Beauty, and Sport.

At WCG Grow, learners gain more than just qualifications - they develop the practical skills, technical knowledge, and personal confidence employers are looking for. Alongside GCSEs in English Language, Maths, Combined Science, and either Business or Computer Science, students follow a creative and technical pathway that blends classroom learning with practical, hands-on experiences.

The Head Teacher of WCG Grow will establish, lead, manage, and develop the college's provision for students aged 14–16 at Pershore Campus. The postholder will ensure the highest standards of safeguarding, curriculum quality, learner experience, and progression. They will champion inclusive practice, foster strong partnerships with schools, local authorities, and parents/carers, and support students' personal and academic development.

As the Head Teacher, you will also be responsible for financial management, staff development, and external stakeholder engagement, ensuring the school remains responsive to both local and national needs. Whilst working within the IMPACT values and through continuous improvement, the postholder will develop the provision to meet or exceed the College's KPIs.

WCG Grow >

**Offering subject to DfE approval*

MAIN TASKS

1. **Leadership and Strategic Direction**

- Lead and manage WCG Grow to meet WCG's strategic objectives and priorities.
- Drive innovation and best practices within the school to create an outstanding learning environment.
- Align WCG Grow activities with WCG's broader goals and ensure WCG Grow's culture promotes inclusivity, diversity, and student success.
- Create a culture where learners experience a positive and enriching college life and integrate them with the wider college community
- Provide leadership within the broader WCG team to foster a collaborative, forward-thinking approach to education.

2. **Curriculum Development, Quality, and Delivery**

- Lead the design, development, innovation and delivery of a high-quality curriculum that meets the needs of learners, industry standards, and employer expectations.

- Ensure the delivery of high-quality English Language, Maths, Combined Science, and either Business or Computer Science and personal development in addition to vocational subjects in Animal and Plant Care, Construction, Creative Digital Design, Hair & Beauty, and Sport.
- Ensure the curriculum is continuously reviewed and updated to remain responsive to local, regional, and national industry demands.
- Monitor and evaluate the quality of teaching, learning, and assessment across the school to ensure consistently high standards are achieved and maintained.
- Lead the development of learning resources, assessment strategies, and educational materials that enhance student engagement and achievement.
- Ensure all courses meet the requirements set by awarding bodies and quality agencies, with particular attention to compliance with regulatory and funding bodies' expectations.

3. **Student Experience and Outcomes**

- Ensure WCG Grow delivers an exceptional student experience from induction through to progression, with a focus on maximising retention, success, and progression rates.
- Provide operational leadership for safeguarding and child protection within the 14–16 direct entry School, including line management of the Designated Safeguarding Lead (DSL), supported by the Strategic lead for Safeguarding across WCG.
- Ensure effective management of safeguarding, welfare and behaviour.
- Work closely with parents / carers and external agencies to support learners
- Develop and implement strategies for improving student satisfaction, based on feedback, data analysis, and ongoing monitoring.
- Take proactive steps to support students at risk of underachievement, using data to inform interventions and support strategies.
- Ensure that students receive high-quality academic and pastoral support, including feedback on performance, to help them achieve their potential.
- Monitor and track student outcomes, taking corrective action where necessary to ensure all students reach their academic and career goals.

4. **Quality Assurance and Continuous Improvement**

- Lead quality assurance processes, ensuring that teaching and learning practices align with internal and external standards.
- Promote a culture of continuous improvement, actively seeking opportunities to enhance curriculum delivery and student outcomes.
- Ensure WCG Grow's involvement in WCG's self-assessment and quality improvement processes, including the preparation of reports and participation in inspections and audits.
- Work closely with the Quality team to review teaching and learning standards, identifying areas for development and ensuring the implementation of improvements.
- Ensure regular and thorough evaluation of performance, using data and feedback from staff, students, and stakeholders to drive change and improve practice.

5. **Partnerships and External Engagement**

- Build and maintain strong relationships with key external stakeholders, including local authorities, schools and alternative provision providers

- Act as main point of contact for parents / carers regarding learner progress, behaviour and welfare
- Represent WCG Grow at a local and regional level
- Work collaboratively with the Heads of School at Pershore to ensure the curriculum is designed to respond to employer needs and that employers are engaged in the co-design and co-delivery of curriculum.

6. **Financial Management and Resource Allocation**

- Take responsibility for the financial management of the school, including budget planning, monitoring, and reporting.
- Ensure resources are used efficiently to achieve its objectives while meeting WCG's financial targets.
- Identify and secure alternative funding sources to support growth and development, including grants and external partnerships.
- Ensure financial performance is continuously monitored, with corrective actions taken where necessary to maintain financial sustainability

7. **Staff Management and Development**

- Provide leadership and line management for staff, fostering a positive, professional, and supportive environment.
- Ensure that staff have access to appropriate professional development opportunities and support continuous learning for both academic and support staff.
- Lead regular Annual Reflections, one to ones and team meetings for staff, ensuring that feedback and professional development opportunities are embedded.
- Foster a culture of teamwork, innovation, and excellence, motivating staff to perform at the highest standards.
- Ensure that staff are equipped with the necessary skills and knowledge to meet the demands of their roles, and support them in maintaining professional and academic qualifications.

8. **Leadership of WCG Grow: Development and Innovation**

- Drive the strategic development of WCG Grow, ensuring it responds to changing market conditions, emerging industries, and evolving educational needs.
- Ensure that WCG Grow is at the forefront of technological innovations in education, integrating digital tools and resources into teaching, learning, and assessment.
- Promote WCG Grow's achievements through various communication channels, including social media, marketing materials, and external events.

9. **Role-Specific Responsibilities & Targets (Year One)**

- Target of 88 starts in Year 1, with progress to 180 in Year 2.
- Target of at least 75% of starts progressing to WCG's post 16 provision in Year 3.

In order to support during busy exam periods, you may be asked to undertake exam invigilator duties. The College will provide training.

The list of duties is not exhaustive but outlines the main features of the post at appointment and may vary as the job evolves without affecting the nature of the duties or the responsibility level.

HEALTH AND SAFETY

To ensure a safe working environment for colleagues, students, and visitors in line with the HASAW Act and the College Health and Safety Policy.

SAFEGUARDING

Safeguarding and promoting the welfare of children and at-risk adults for whom you are responsible and whom you come into contact with.

HOURS OF WORK

The postholder will be expected to work such hours as are necessary for the proper performance of their duties and responsibilities, normally 37.

LEAVE ENTITLEMENT

The College offers a generous leave entitlement of 48 days leave (includes 35 days leave, 8 statutory Bank Holidays, 4 College closure days at Christmas and an annual Relaxed Day) pro rata for part time.

PLACE OF WORK

The principal place of work will be the College's premises based at our **Pershore College**. However, the post holder may be required to work on either a temporary or an indefinite basis at any premises at which we may provide services.

OFFERS OF WORK

For the successful candidate a conditional offer of work will be made. Our offer of work will be conditional upon a number of mandatory pre-employment checks, to include but not limited to: DBS, Barred List check, right to work check, internet search, TRA check (academic posts).

EMPLOYEE BENEFITS

When you join WCG we offer you a whole host of employee benefits, including:

- Comprehensive training programme.
- Generous leave entitlement plus up to four free College Closure days a year
- WCG offers all employees who are carers the option to request a period of Carer's Leave that is equal to their usual working week, paid at their normal pay.
- Leadership & Management training programme to develop our next generation of managers.
- Superb health and wellbeing support with Wellbeing@WCG.
- The opportunity to join our voluntary health cash plan run by Health Shield.
- Discounted Full Cost Recovery courses
- Cycle to work scheme.
- Discounted hair and beauty treatments in our College salons.
- Pension schemes.

- Free will writing service.
- Free car parking on-site.
- Free flu vaccination voucher (available annually)

PERSON SPECIFICATION

Physical Make-up
Ability to perform the tasks as described in the job description. If you have a disability you should not be discouraged from applying, since there are schemes available within the College which allow for the provision of special aids, premises to be adapted and other appropriate support provided.

Ways in which these schemes might help in particular circumstances can be discussed with the People Services department when making your application.

		How it is Measured	
Attainments:		**Application Form**	**Interview**
Essential	Qualified teacher status, QTLS or PGCE	•	•
	NPQH - or willing to achieve. Where the successful candidate does not hold the NPQH qualification, they will be required to achieve this and consideration will be given to a salary increase upon successful completion.	•	•
	Educated to degree level or above. Either: National Professional Qualification for Headship / Higher Degree / Postgraduate Curriculum or Leadership qualification	•	•
	A willingness to undertake Designated Safeguarding Person training and become a Designated Safeguarding person for the 14-16 School	•	•
Key Experience and Attributes			
Essential	Successful leadership and management experience in a school or education setting.	•	•
	Experience of supporting students with Social, Emotional and Mental Health needs (SEMH)	•	•
	Proven track record of working with local authorities, schools, a wide range of support agencies and the ability to build and maintain effective partnerships with external stakeholders.	•	•
	Ability to engage in high level strategy meetings with a range of partners.	•	•
	Ability to develop and implement effective plans that improve the outcomes for young people	•	•
	Previous experience of being involved in school self-evaluation and development planning	•	•
	Full working knowledge of relevant safeguarding, child protection, equality and health & safety policies, codes of practice and legislation which govern an educational setting	•	•
	Knowledge of strategies to achieve effective learning, teaching, assessment and engagement of 14-16 year olds.	•	•

	Demonstrates an understanding of high-quality teaching based on evidence and the ability to model this for others and support others to improve.	•	•
	Proven ability to use data to inform decisions and drive continuous improvement.	•	•
	Demonstrates an understanding of school / college finances and financial management.	•	•
	Exceptional leadership and communication skills, with the ability to inspire and motivate staff and students	•	•
	Demonstrates knowledge and understanding of child development, attachment difficulties, ASC, ADHD, ODD	•	•
	Ability to lead on curriculum development and innovation to deliver high quality education	•	•
	In-depth knowledge and understanding of 14-16 curriculum and best practice	•	•
	Clear understanding of relevant sector Industry needs and strategies to meet skills required.	•	•
	Ability to deal with sensitive issues in a supportive and effective manner.	•	•
	Proven track record of monitoring, evaluation improving and sustaining above benchmark success rates.	•	•
	Experience of performance and impact management of teams.	•	•
	Successful outcomes with Awarding Bodies and partners to achieve desired outcomes.	•	•
	Ability to demonstrate an understanding and knowledge of safeguarding and promoting the welfare of children and at-risk adults.	•	•
	Ability to lead on curriculum development and innovation to deliver high quality education	•	•
	Ability to demonstrate an understanding and knowledge of Equality & Diversity.	•	•
Desirable	Experience of GCSE curriculum design and in the management and delivery of a range of levels and awarding bodies.	•	•

Candidates should apply by sending a copy of their CV to jobs@wcg.ac.uk

When selecting applicants for shortlisting, the panel will consider the requirements listed in the Person Specification above. You are, therefore, advised to ensure that your application addresses the issues raised by providing examples/evidence.

We are conscious of the time and effort spent on applications. We do thank you for your interest. Due to the number of applications the College receives, we are unable to provide feedback for candidates who are unsuccessful at shortlisting; however, we aim to notify all successful candidates within 1 week of the closing date.

The College regrets that it is unable to pay expenses incurred by attendance at interview.