



# Principal

## The Whitehouse Pupil

### Referral Unit

Appointment: September 2026

L12 – 18 (£67,897 – £78,700)

Create | Pioneer | Collaborate | Inspire | Achieve



## Context

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### About The Whitehouse Pupil Referral Unit

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The Whitehouse PRU is a pupil referral unit for primary school aged pupils. We help and support pupils to re-engage with their learning both academically and socially.

Our prime purpose is to prepare pupils to be ready to return to mainstream or to transfer to the most appropriate provision.

Whitehouse PRU is co-located with the Bridgeview Special School. Bridgeview is a special school for pupils with social, emotional and mental health needs.

We are part of the Venn Academy Trust which consists of a group of inspirational mainstream and specialist schools across Yorkshire.

Venn Academy Trust's main objective is to ensure that all pupils make exceptional progress through the development of outstanding teachers. Our approach promotes and celebrates individuality, whilst encouraging the pursuit of excellence.

## Context

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### About Venn Academy Trust

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Venn Academy Trust was established in 2015 through the partnership of two Headteachers determined to build something different: a trust rooted in inclusion, discipline and high expectations. Since then, Venn has grown to fourteen settings across four local authorities, spanning mainstream, specialist and alternative provision.

Our schools are independent in character and design. Each academy is shaped around the needs of its pupils and community, with its own curriculum model, staffing structure and operational approach. What binds them together is clarity of culture, disciplined safeguarding, strong behaviour systems and an unwavering belief that every child deserves a high quality education.

Venn has established a strong reputation for specialist provision across a broad range of need. This includes Social, Emotional and Mental Health needs, Speech, Language and Communication needs, Autism, Moderate and Severe Learning Difficulties, medical provision and alternative pathways. Our expertise lies not in one category of need, but in building environments where complex learners can succeed.

#### **Across our settings, we combine:**

- Clear behavioural frameworks grounded in consistency and relational practice
- Carefully sequenced, ambitious curricula adapted to specialist contexts
- Strong pastoral and therapeutic systems
- Robust safeguarding and attendance processes
- Ongoing professional development through trust wide leadership and training networks

*From early years to post sixteen, our work is built on the principle that inclusion must be academically ambitious. Support does not mean reduced expectation.*

## Context

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### Venn's Values

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#### **Pioneer**

We design provision that meets need rather than convenience. Where existing systems are insufficient, we build new ones.

#### **Inspire**

We develop resilient, confident learners who are equipped to navigate challenge and embrace opportunity.

#### **Achieve**

We expect strong progress and meaningful personal development for every pupil, regardless of starting point.

#### **Collaborate**

We work alongside families, commissioners and communities to secure sustainable outcomes.

#### **Create**

We build cultures where all pupils are welcome, known and supported to achieve their full potential.

**Role:** Principal – The Whitehouse Pupil Referral Unit

**Salary:** Leadership Scale L12 – 18 - £67,897 - £78,700

**Start Date:** September 2026

**Location:** Hull

**Contract:** Full-time, Permanent

## Context

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### About this role

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Venn Academy Trust is seeking to appoint a dynamic, innovative and proactive leader to the role of Principal at Whitehouse PRU. This is an exciting opportunity for an ambitious individual to lead the PRU along with the primary SEMH outreach service in close partnership with executive leaders, building on existing strengths and driving further improvement to ensure outstanding provision for all pupils. The successful candidate will demonstrate the vision, resilience and strategic leadership required to navigate an ever-changing educational landscape, while maintaining a clear focus on delivering high-quality outcomes for pupils and meeting the expectations of commissioners and stakeholders.

You will be highly skilled in working collaboratively with a wide range of stakeholders and partner organisations, forging strong and effective relationships to maximise the educational, social and emotional opportunities available to children who are often among the most vulnerable. You will lead and develop an established staff team to respond to the individual needs of pupils, supporting them to identify and overcome barriers to learning. This will include shaping personalised strategies, identifying special educational needs and statutory assessment requirements, and creating the conditions that enable pupils to re-engage with education and, where appropriate, make a successful return to mainstream provision.

## Context

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### About this role

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We are looking for a leader who:

- Has recent, successful senior leadership experience within mainstream, specialist or inclusive educational settings
- Has a proven track record of school improvement
- Has experience of working with pupils with challenging behaviours and leading a culture of positive behaviour management
- Has is passionate about improving outcomes and life chances of disadvantaged pupils
- Is an excellent communicator and can build on the successful working
- Is proactive in forging professional and positive relationships with families, staff, partner schools, local authority and wider community
- Demonstrates a deep understanding of SEND and a commitment to ensuring every learner achieves their potential.
- Can motivate and empower others, building a positive and aspirational school culture.
- Is a team player
- Is resilient, reflective, and values collaborative working.
- Brings strong organisational, financial, and strategic planning skills

### We Offer

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- A school that is committed to inclusion, the importance of developing the whole child and building relationships that serve the whole school community
- A welcoming, committed, and highly skilled staff team.
- Pupils who inspire us every day.
- A network of Trust colleagues including principals from mainstream and specialist settings
- A dedicated and highly supported central team and trust board, with a clear vision and ambitious aspirations for the school and trust
- A new to headship programme to help build confidence, and the knowledge and skills to achieve personal and school success
- Supportive governance and trust-level collaboration.
- Opportunities for professional development and system leadership.
- The chance to lead a school with huge potential and a strong community identity.

## Context

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### Additional information

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For an informal conversation about the role, please contact:  
[info@vennacademytrust.org](mailto:info@vennacademytrust.org)

Visits to the setting are warmly welcomed. Please email to make an appointment.

Closing date: Monday 20 April 2026 - 9:00am

Interviews: 27 and 28 April 2026

Venn Academy Trust is committed to achieving fairness and equality in employment and welcomes applications from all sections of the community.

Our Trust is fully committed to safeguarding and promoting the welfare of pupils and expects all staff to share this commitment.

The successful candidate will be required to undertake an Enhanced DBS check.

Online searches will be carried out as part of Venn Academy Trust's recruitment due diligence for all shortlisted candidates, in line with Keeping Children Safe in Education.

## Job Description

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### Core Purpose

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- To promote and safeguard the welfare of children, young people and/or vulnerable adults
- The core purpose of this role is to provide professional leadership and management at Whitehouse Pupil Referral Unit
- To promote and support the vision of this setting by providing the day-to-day leadership and management that will build on the success and provide high quality education for its pupils.
- To run the Steps to Success SEMH outreach service ensuring it meets performance indicators and offers a high quality, well thought of service for the city.
- To be the first point of contact for all stakeholders and external agencies in matters relating to the Whitehouse.
- To be an outward-facing ambassador for the setting and outreach service and will promote and raise its profile across the local authority and beyond.

The current co-location of Whitehouse PRU and Bridgeview Special School means that parts of the school environment and some of the staffing team are shared. It is vital to maximise efficient use of resources, and to ensure health and safety of the site this person builds an effective working relationship with the Co-Principals for Bridgeview.

## Job Description

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### Strategy

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- Provide effective leadership of the school ensuring it meet the needs and interests of pupils and requirements of host schools
- Lead the development of the school and create a successful ethos and practice
- Demonstrate Venn's values in everyday work and practice
- Work within the school community to promote and sustain continuous improvement in the school
- Support members of the school community to create a positive and stimulating learning environment, making full use of their skills and talents
- Ensure that learning is at the centre of strategic planning and resource management
- Work with the Trust's Executive team to ensure the effective management and development of all resources.

### Leadership and Management

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- Provide motivational and inspirational leadership and work effectively with colleagues from other schools within the trust on shared projects and initiatives.
- Develop and embed an organisational structure that reflects Whitehouse's values and ethos, and enables management processes to work effectively in line with legal requirements
- Develop, implement and monitor clear, evidenced-based improvement plans and policies for the development of the school and its facilities
- Recruit, retain and deploy staff appropriately and assist in managing their workload to achieve the school's vision and goals
- Maximise the contribution of all staff to improve the quality of education provided and standards achieved
- Manage the effective deployment and performance of all staff and ensure their professional development through effective systems for the management of staff performance
- Provide effective induction, continuing professional development and performance management for staff
- Prepare reports for the CEO and Board of Trustees and attend meetings when requested to do so
- Work with the trust to manage communications so that the school builds an outstanding reputation
- Review and proactively identify and manage the risks to the school through the Governance, Risk Management and Compliance system

## Job Description

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### Teaching and Learning

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- Deliver an innovative curriculum based on excellence for all through personalised learning whilst meeting statutory requirements;
- Develop an expert team of staff who are equipped with the knowledge and skills to improve pupils' attitudes to learning, re-ignite a love for learning and prepare them to move on to their next setting
- Ensure that the curriculum delivered matches the needs of all pupils and is supported by teaching of the highest quality
- Establish and maintain a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every pupil's learning
- Create a culture and ethos of challenge and support where all pupils achieve success and become engaged in their learning
- Implement strategies that secure high standards of behaviour and attendance
- Monitor and evaluate the curriculum for both quality and value for money
- Ensure pupils feel happy, safe, and supported; and provide strategies for pupils to have a voice to be able to say how they think their needs are best met
- Monitor, evaluate and review classroom practice and promote improvement strategies
- Demonstrate and articulate high expectations and set stretching targets for the whole school community
- Achieve robust systems of pastoral care and personalised learning to ensure every pupil feels valued, and is known and supported in school.
- Be abreast of SEND issues, being aware and able to interpret guidance in a personal child centred approach, championing this at all times

### Finance Procurement and Resources

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- Follow all of the Trust's policies, procedures and protocols and the standards set out in the Academies Financial Handbook
- Work closely with the Trust to ensure the school meets the requirements of the Trust's long-term financial plan
- Plan and manage the school's finances and resources to ensure maximum benefit for pupils
- Be responsible, alongside the Principals for Bridgeview, for the schools buildings, equipment and grounds;
- Set appropriate priorities for expenditure and allocation of funds
- Ensure that the accommodation provides a positive and safe environment which promotes well-being and high achievement for all
- Manage and organise accommodation efficiently to ensure it meets the needs of the pupils and staff
- Ensure effective administration and audit control

## Job Description

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### Outreach and “Steps to Success”

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- Be the lead for the Outreach Provision in line with the High Needs Review
- Provide input and direction into all relevant strategic and working groups across the directorate, with schools and learning settings as well as other relevant partner organisations
- Lead the development of practice and dialogue between schools and relevant agencies about earlier intervention and prevention to avoid a permanent exclusion
- Lead the development of training and support packages in order to increase capacity, confidence and competence of mainstream school staff to meet the increasingly complex needs of pupils

### Safeguarding and Health and Safety

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- Follow all of the Trust’s policies and procedures relating to legislative and statutory requirements, including on Health and Safety and Safeguarding, including those required by Company education and charity law Data Protection, and funding agreements
- Promote a safe and healthy environment for pupils, staff and visitors
- Be the school’s designated safeguarding lead.

### Other

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To show, at all times, a personal commitment to treating all customers and colleagues in a fair and respectful way, which gives positive regard to people’s differences and individuality (for example, gender, gender identity, nationality or ethnic origin, disability, religion or belief, sexual orientation, age).

Assists in ensuring equal access to services and employment opportunities for everyone and promotes the Equal Opportunities in Employment Policy adopted by Venn Academy Trust.

## Job Description

### Key Responsibilities

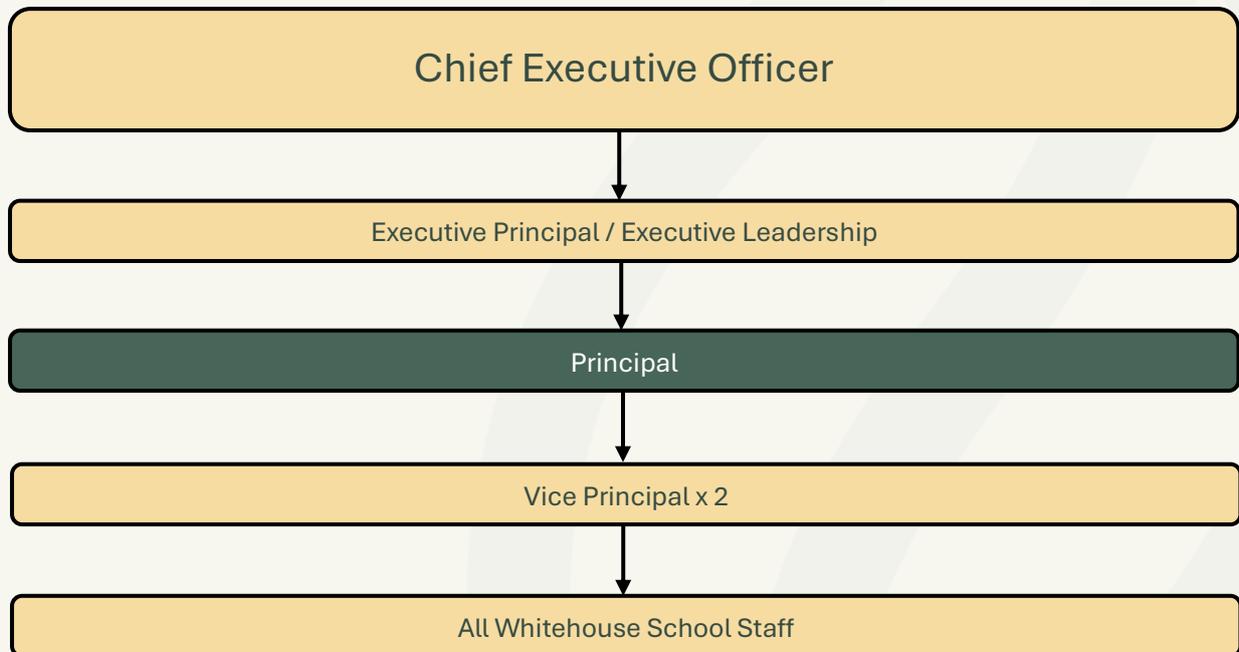
The Principal will promote and support the vision of this setting by providing the day-to-day leadership and management that will build on the success and provide high quality education for its pupils. The Principal will be the first point of contact for all stakeholders and external agencies in matters relating to The Whitehouse PRU. The Principal will be an outward-facing ambassador for the setting and will promote and raise its profile in the local and wider community. The Principal will be the Designated Safeguarding Lead.

The appointment is subject to the current conditions of service for Headteachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation and Venn's Pay Policy.

In carrying out their duties, the Principal shall consult, when appropriate, the Trust, the Governing Body, the staff of the academy, the parent and carers of its pupils and its pupils.

The Principal will lead the staff team, to ensure the highest achievement of all pupils who attend

### Structure Chart



## Person Specification

The information listed as essential (shaded column) is used as part of the job evaluation process. The requirements identified as desirable are used for recruitment purposes only. Codes: AF = Application Form, I = Interview, CQ = Certificate of Qualification, R = References (should only be used for posts requiring DBS), T = Test/Assessment, P = Presentation.

Criteria	Essential	Desirable	Identified
<b>01. Education, Qualifications &amp; Experience</b>			
Degree and recognised professional teaching qualification	X		AF, Q
A record of recent and relevant continuing professional development	X		AF
Significant experience as a senior leader in education (HT/DHT/AHT or equivalent)	X		AF
SEND experience	X		AF
A proven track record of effective outcomes when working with vulnerable children	X		AF/I
A proven track record of successful partnership working with external stakeholders	X		AF/I
Experience in delivering outstanding teaching and learning	X		AF/I
Evidence of strategic planning and budgetary management	X		I
Clear understanding of the current educational landscape	X		I, R
Post graduate educational or leadership and management qualification		X	AF, Q
SEND qualification		X	AF, Q
Leadership in an AP or specialist organisation		X	AF, Q
Work across a range of school types and sizes		X	AF
Successful management of organisational change (HR/Finance)		X	AF
Experience with Alternative Provision	X		AF
NPQH qualification or willingness to complete		X	I
SENCO qualification or willingness to complete		X	AF, I
<b>02. Knowledge, Skills &amp; Understanding</b>			
Comprehensive knowledge of Ofsted's Schools Inspection criteria and processes	X		I/R
Ability to communicate in a way that inspires others	X		I
Understanding of the statutory educational framework	X		AF, I, R
Clear understanding and knowledge of Information Management Systems and technological digital platforms for education use	X		AF, I, R
Experience of strategic planning and financial management	X		AF
Experience of risk management	X		AF, I, R
Understanding of equality and diversity in employment and service delivery	X		AF
Clear understanding of governance structures and processes within a Trust context	X		AF, I, R
Clear knowledge and understanding of DFE / other external body monitoring visits and inspections of new schools	X		AF, I, R
Ability to write contracts and negotiate		X	AF, I, R
Motivation to work with children and young people and/or	X		AF, I, R

vulnerable adults			
Ability to form and maintain appropriate relationships and personal boundaries with children and young people and/or vulnerable adults	X		AF, I, R
A knowledge and commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults	X		AF, I, R

**03. Personal Qualities**

Belief in and commitment to the over-arching values of the Trust	X		I, R
Commitment to the highest standards	X		AF,I,R
Ability to work flexibly and collaboratively as part of a team	X		AF,I,R
Ability to build a positive organisational culture	X		AF,I,R
A strategic and analytical thinker	X		AF,I,R
Resilience	X		I
Self-awareness	X		I

**Additional Requirements**

The requirements listed below are not considered during the job evaluation process, but are essential requirements for the role that will be assessed during the recruitment process

**Disclosure of Criminal Record:**

The successful candidate’s appointment will be subject to the Trust obtaining a satisfactory Enhanced and Barring List Disclosure from the Disclosure and Barring Service	X	N/A	DBS DISCLOSURE
If the postholder requires a DBS disclosure the candidate is required to declare full details of everything on their criminal record	X	N/A	AF (after short listing)
If the postholder does not require a DBS disclosure the candidate is required to declare unspent convictions only	X	N/A	AF (after short listing)