



Headteacher



Dear Applicant,

Thank you for taking the time to explore this opportunity with us at Endeavour Learning Trust.

Finding the right place to work means discovering somewhere you feel you truly belong. As you read through this pack, I hope you get a sense of what makes our Trust special: a community of people who care deeply about one another, about the children and families we serve, and about doing this work in a way that feels human, respectful, and full of purpose.

At Endeavour, we are proud of the diversity across our schools. We want people to feel they belong here and to bring their whole selves to work, with all their individuality, experience, and perspective. We believe that approach strengthens us as a Trust and enriches the lives of our children and young people.

We are a growing family of schools across the North West. Each school has its own identity and context, and that matters to us. What connects us is a shared commitment to inclusion, kindness, and ambition for every child. We believe deeply that education should recognise each child as an individual. Every child matters, every colleague matters, and every school matters.

Collaboration sits at the heart of how we work, but it is grounded in trust and respect rather than uniformity. It is about supporting one another, learning together, and knowing you are part of something bigger. Just as importantly, we place real emphasis on looking after our people. We want every colleague to feel supported, trusted, and able to grow both professionally and personally.

If you are someone who wants to make a difference, values community, and is looking for a place where you can be yourself and continue to grow, I hope you will feel at home here.

Thank you again for your interest in joining us. We look forward to receiving your application.

Warmest regards,

A handwritten signature in dark ink, appearing to read 'DCL', with a stylized, flowing underline.

David Clayton
Chief Executive



**LINAKER PRIMARY
SCHOOL**



**CHURCHTOWN
PRIMARY SCHOOL**



**NORTHBROOK
PRIMARY ACADEMY**



**WOODLEA JUNIOR
SCHOOL**



**BURSCOUGH
PRIORY ACADEMY**



**ORMSKIRK
SCHOOL**



**WELLFIELD
ACADEMY**



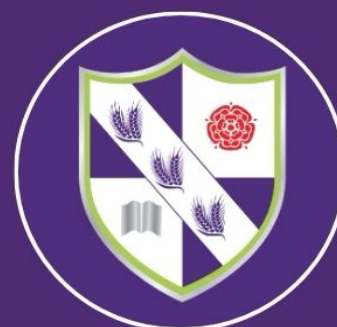
**BRINDLE GREGSON
LANE PRIMARY**



**STRIKE LANE PRIMARY
SCHOOL**



**HAWES SIDE
ACADEMY**



**TARLETON
ACADEMY**

Our Employee Offer



Health & Wellbeing services that offer private Counselling, Physiotherapy, GP services & more.



Free membership with Vivup, offering Employee Benefits, Lifestyle Savings & a Cycle to Work Scheme



Enhanced family leave benefits & pay, to offer you support at life's most important moments



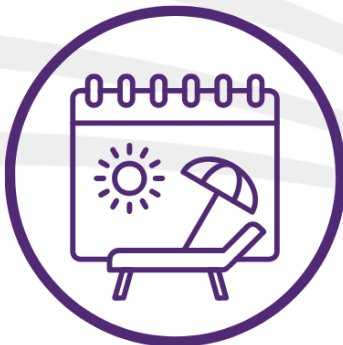
Automatic pay progression for all colleagues in line with their grading structure



An excellent CPD Offer for all colleagues to truly support each stage of your professional development



An excellent Learning Management System & flexibility around your CPD, to allow you to learn at your own pace



Term time only contracts OR 26 days annual leave PLUS bank holidays. rising to 32 days after 5 years service



Honouring continuous service with other local authorities & Multi Academy Trusts



We remain in the Teachers Pension Scheme and Local Government Pension Scheme

About Wellfield Academy

Wellfield Academy is an ambitious, growing and thriving school. At our school, students experience increasingly strong teaching, excellent pastoral care and a genuine belief that every child can succeed. The successful candidate will join us at an incredibly exciting time for the school. We are one of just a small number of schools nationally to be chosen for the Department for Education's Schools Rebuilding Project, which will see us move into a brand-new state of the art school in the coming years. In addition, our growing reputation in the local community has secured a significant increase in the number of students attending Wellfield. The number of families choosing Wellfield as their first-choice secondary school has more than trebled in the past three years and we are excited to welcome more staff into the Wellfield family as a result.

As a school situated in the heart of Leyland, one of our many strengths is our community spirit and family feel. Each student is known as an individual and supported by key staff, as well as being challenged to be the best they can be. At Wellfield, we believe that every child should be treated as we would want our own children to be. As a result, our students feel safe and valued in an environment where we find the right balance between support and challenge. Our mantra is 'Nothing but the Best' and this permeates everything that we do for every student and every member of staff. Our family ethos is tangible: we work as a team, and we want the best for everyone.

We are dedicated to developing students who are aspirational, inclusive of one another and rooted in their community. We are extremely passionate about ensuring the successful development of each individual child within an ambitious learning environment. Our students behave well, and they thrive in our warm and inclusive environment. We are proud of our significant improvement over recent years, and we will continue to provide the very best for each and every one of our students. However, we are also staunch in our commitment to doing this in a way which protects the wellbeing of our staff and our students. Our commitment to reducing workload is non-negotiable. We seek to thrive; individually, together, in our classrooms, staffrooms, schools and right across the Trust.

We hope the enclosed information about the role will encourage you to apply.

Headteacher

Full time, Permanent

Leadership Pay Range L26 – L30

£102,059 - £112,570 (incorporating the September 2026 pay award)

A new school. A growing provision. An extraordinary opportunity to lead what comes next.

At Wellfield Academy, we are entering an exciting new chapter. With a brand-new school rebuild underway, a newly opened SEND provision (Endeavour Thrive), and a community with ambition for its young people, we are looking for an exceptional Headteacher to lead us into the future.

This is an opportunity to do more than lead a school. It is an opportunity to help build one.

Our new school will provide an inspiring environment in which pupils and staff can thrive. Alongside this investment, our newly opened SEND provision, Endeavour Thrive, represents our commitment to ensuring that children with additional needs can flourish as valued members of our school community.

We are looking for an inspirational, compassionate and ambitious leader who can bring people together around a compelling vision for Wellfield Academy; someone who believes deeply in the potential of every child and who has the courage, energy and determination to turn ambition into reality.

You will have the opportunity to shape the next chapter of our curriculum, culture and community; to develop and inspire our staff; to champion high expectations and genuine inclusion; and to ensure that our new learning environment becomes the exceptional school our children deserve.

If you are inspired by the opportunity to shape the future of our school, we would love to hear from you.

Visits to Wellfield Academy are warmly encouraged. Come and meet our pupils and staff, see the exciting plans for our new school and experience for yourself the opportunity that awaits our next Headteacher.

To arrange a visit or for an informal conversation about the role, please contact Jenna Everett at Satis Education: jenna@satiseducation.co.uk / 07593583047.

Please complete our application form in full, along with a personal statement to support your application and outline the relevant experience you can bring to Endeavour Learning Trust. Please send to admin@satiseducation.co.uk

Applications must be submitted by 9am on Wednesday 23rd September 2026

Interviews will be held on Tuesday 29th and Wednesday 30th September

If you require any further information please contact Jenna Everett using the details above.

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION

HEADTEACHER



To provide an inspiring vision and leadership for the school which secures its success and improvement, ensuring high quality education for all its pupils and improved standards of learning and achievement. Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils.

Job Purpose

Communicate the vision and values of the Trust to all stakeholders with a leadership style that promotes engagement, inclusivity and high expectations.

Develop and maintain a positive, warm ethos, where staff and students thrive within a mutually supportive environment

Promote the strategic development of the school in line with the Trust's aims and ambitions

Secure continuing success and sustained improvement for students and staff with a relentless focus on learning that supports the very highest achievement irrespective of starting point or background

Lead by example and model the very highest professional standards at all times.

Champion staff welfare by ensuring a workload that supports a healthy work/home balance and access to high quality continuous professional learning.

Facilitate a productive, calm and focused learning environment, and manage the organisation and administration of the school.

Work constructively and positively with the Chief Executive, Executive Team and wider school improvement leaders and Local Academy Councillor's across the Trust

Adhere to the professional duties of the Headteacher as contained in the School Teachers Pay and Conditions Document

Building a Vision, Creating the School Culture and Leading Change:

Communicate compellingly the Trust's vision and set high expectations of academic progress, ensuring that learning and progress is at the heart of all strategic planning, empowering all students and staff to excel

Working alongside the Trust leaders and the Local Academy Council to develop and translate the vision, ethos and values of the Trust into clear plans which all stakeholders understand and see their place in.

Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents, Local Academy Councillors and members of the local community.

Lead by example with respect, integrity, creativity, resilience, and clarity to foster and support a culture of collaboration and shared responsibility to improve and sustain outcomes for students.

Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development

Work with political and financial astuteness within a clear set of principles centred on the Trust's vision, ably translating local and national policy into the school's context.

Lead through high expectation, aspiration and innovation, being prepared and able to inspire others, challenge and address under performance.

Demonstrate and model commitment to the school, our partners, students, parents and our community.

Leading Teaching, Curriculum and Assessment

Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum

Implement and evaluate strategies which secure the highest standards of teaching and learning, maintaining a professional learning community focused on sustained improvement in student outcomes

Support the execution of an appropriate curriculum which is continually assessed against its impact on learning and progress.

Actively engage with classroom practice and standards of teaching to celebrate excellence and challenge under performance.

Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school.

Support and sustain effective systems for the management of student behaviour, including pastoral care and an effective anti-bullying policy.

Prepare, implement and monitor the School Improvement Plan in consultation with Local Academy Councillors and staff.

Ensure that all students and staff fulfil their potential by encouraging high expectations and appropriate interventions within the school.

Leading and Managing Staff

Promote ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of collective responsibility in staff for the impact of their work

Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.

Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.

Develop a leadership team to build capacity and develop a sustainable and effective management team for the school.

Model and expect outstanding professional conduct and practice.

Maintain a consistently visible approach within the school, modelling quality for others.

Support distributed leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making. Ensure school appraisal systems and processes are in place and effectively support, challenge and develop self and others.

Support a professional development programme for all staff which meets the needs of the school and of individuals.

Maintain relationships with staff unions and associations, and other organisations representing staff of the school.

Strengthening Community

Create an outward-facing school which works with other schools and organisations, in a climate of genuine collaboration, to share best practice and help reduce workload.

Develop effective relationships with fellow professionals and colleagues in other public services. Create and sustain partnerships with parents/carers to support and improve student achievement and well-being.

Safeguarding

Ensure that the School is safe for all students and staff

Actively promote the health and wellbeing of all students and expect all staff and volunteers to share and demonstrate this commitment.

Ensure that school complies with any Local Safeguarding arrangements

Ensure that safeguarding policies and procedures are compliant with Keeping Children Safe in Education and are fully understood and implemented by all staff.

Actively promote the safeguarding and well-being of students and staff whilst on the school site and when involved in school activities

Ensure the school provides a safe environment for students, staff, and visitors and for maintaining the Single Central Record.

Budget and Resources

Working with the Trust Director of Estates and Operations, make arrangements as required for the security, maintenance and effective supervision of the school buildings and their contents, and of the school grounds.

Working with the Chief Executive Officer and the Chief Finance and Operating Officer, contribute to the annual budget setting and effectively manage the budget throughout the year

Actively seek to ensure the environment and facilities in the school are of the highest presentation and all possible resources are utilised effectively

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

PERSON SPECIFICATION

	KEY CRITERIA	Essential (E)/ Desirable (D)
QUALIFICATIONS	First degree or equivalent	E
	NPQH (in process or completed) or other relevant leadership qualifications	E
	Teaching qualification	E
EXPERIENCE AND KNOWLEDGE	Experienced Headteacher or Deputy Headteacher	E
	Background of successful leadership of school improvement strategies as a senior leader	E
	Experience of monitoring School/Academy performance	E
	Experience of setting and monitoring challenging targets	E
	Experience and understanding of management of human and financial resources at a senior level	D
	Experience of working effectively with governors/trustees	E
	Understanding of effective pastoral and behaviour policies and practices	E
	Understanding of effective teaching and learning strategies	E
	Experience of successfully supporting improvement working with other schools / academies	D
SKILLS	Ability to plan and allocate resources effectively	E
	Ability to lead effective educational change	E
	Ability to work collaboratively at all levels	E
	Ability to lead and inspire	E
	Ability to take difficult decisions	E
	Ability to motivate, develop, support and challenge staff	E
	Able to effectively hold others to account for their performance and outcomes	E
	Ability to enhance an environment of value, trust and respect	E
	Ability to successfully establish links with the local community and external partners	E
	Ability to communicate a clear vision	E
	Ability to work closely as a team-member	E
PROFESSIONAL AND PERSONAL ATTRIBUTES	Effective leader, committed to partnership and collaborative working	E
	Leadership style which reflects the importance of delegating responsibilities and empowering others	E

	Commitment to the academic, personal and social development of children and families	E
	Approachable and supportive	E
	Excellent interpersonal, communications and organisational skills	E
	Commitment to involving others and maintaining strong and positive relationships with the whole school community	E
	Someone who is resilient and determined but can also provide support, demonstrate empathy and support staff in a sensitive and considerate manner	E
	Actively seeks new approaches, ideas and challenges. Be willing to be innovative	E
	Willing to concede alternative approaches and get behind the team	E
	Commitment to promoting best practice in safeguarding and the welfare of young people	E
	Strategic thinker	E
	An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	E
	An enthusiastic and motivational leader with strong morale building skills	E
OTHER	Clearance through the Disclosure and Barring Service	E
	Compliance and adherence to the document 'Guidance for safer working practice for those working with children and young people in education settings' & Guidance for Conduct	E
	Ability and willingness to travel to alternative sites	E

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