



KING'S LEADERSHIP  
ACADEMY WARRINGTON

# Recruitment Guide

## Teaching Scholar

**Location:** King's Leadership Academy  
Warrington

**Contract:** Permanent

**Salary:** £20,981 - £21,310

**Start Date:** Monday 20<sup>th</sup> April 2026  
(Flexible)



  @GSTSchools



# WELCOME TO THE GREAT SCHOOLS TRUST

**"Excellence is not a destination – it is who we are, every day!"**

Welcome to Great Schools Trust, where belief in every child's potential meets the daily habits that make success inevitable. In our schools, excellence is not left to chance. It is embedded through clear routines, ambitious teaching, compassionate leadership and a culture where character matters.



#### **Our Mission:**

To develop in every student the academic skills, intellectual habits, qualities of character, and leadership traits necessary to become a successful, healthy citizen in the global community.



#### **Our Vision:**

To build a family of outstanding academies where all students, irrespective of their starting points, flourish, are happy and achieve their full potential.



#### **Our Values – ASPIRE**

- Aspiration
- Self-awareness
- Professionalism
- Integrity
- Respect
- Endeavour

#### **Our Pillars of Excellence:**



#### **People & Leadership –**

Growing exceptional leaders who inspire, empower and deliver.



#### **Character & Leadership –**

Building resilience, integrity and aspiration through values-led education.



#### **Educational Transformation –**

Relentlessly improving teaching and learning for every child.



#### **AI & Future Learning –**

Harnessing innovation and technology to personalise and future-proof learning.



#### **System Leadership –**

Driving improvement across schools with trust-wide accountability and collaboration.



#### **Educational Partnerships –**

Working with families, communities and global partners to extend opportunity.

#### **National Recognition:**

- National Behaviour Hub Lead MAT
- Edurio Top 10 for Staff Satisfaction (2024)
- Most Improved MAT in the Northwest for Progress 8 (2023–24)
- Home to the IPCL: The Institute of People, Character & Leadership

## WELCOME FROM THE CEO

Shane Ierston  
Chief Executive Officer



At the Great Schools Trust, we hold a simple belief: teachers and our support staff deserve the space, support and trust to do what they came into this profession to do. To inspire young minds and to shape the future with hope and purpose.

This year has reminded us of the extraordinary things that happen when we work together with shared belief and a deep commitment to helping every child flourish. Innovation has been at the heart of this, especially our new AI-powered assessment platform, which is now rolling out across the Trust. It is already saving teachers hundreds of hours each year. That is not just a technological achievement. It is time genuinely returned to you.

Less pressure, fewer late nights and more energy for the work that truly matters.

No teacher enters this profession expecting to battle endless admin. They choose this path because they care. Our responsibility, as a Trust, is to make sure you can keep doing what you love, supported, valued and encouraged every step of the way.

Over the past year, we have continued to build a culture where people feel heard, respected and safe to grow. Our recent Edurio survey placed us in the top ten trusts nationally for staff wellbeing and organisational values. This reflects the warm relationships, thoughtful leadership and collective purpose that define our community. It also speaks to the consistency across our family of schools. All our academies are judged Ofsted Good or higher, something we are proud of because it represents the everyday dedication of our staff.

As our people thrive, so do our students. Across our academies, we are seeing outcomes that challenge expectations and transform futures.

With 70 percent of students entering the English Baccalaureate and several schools closing the Progress 8 gap between disadvantaged and non-disadvantaged students, our belief in social mobility is more than a vision. It is becoming a reality.

If you are considering joining us, we would love you to know this: you are not just stepping into a job. You are joining a community. A community that invests in you, trusts you and stands beside you. You will be welcomed into a family that celebrates your strengths, supports your growth and believes in the difference you can make.

Credo, Credimus:  
"I believe, we believe."

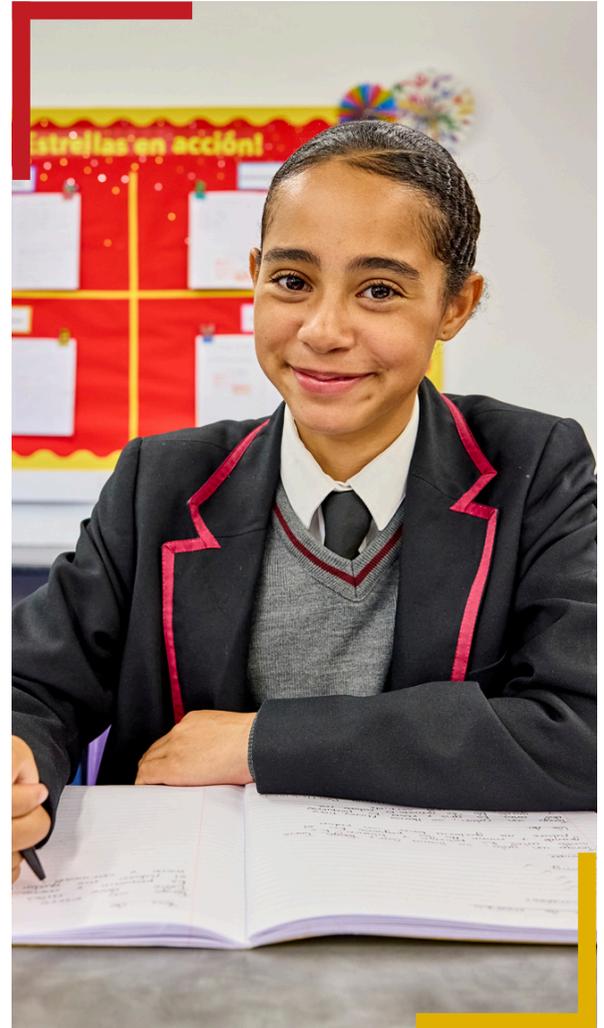
We believe in every child.  
We believe in every member of staff.  
And we believe in what we can achieve together.

Shane Ierston, CEO

*Shane Ierston*



GREAT SCHOOLS  
TRUST





## WELCOME FROM THE PRINCIPAL

Umar Hussain  
Principal of Warrington



Welcome to King's Leadership Academy Warrington, a non-selective free independent school in the state sector that provides a world-class education for the young people of Woolston and Padgate.

King's Warrington is founded on international research and traditional values, with a huge focus on leadership and academic development.

Our vision is "To develop in each of our students the academic skills, intellectual habits, qualities of character and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world."

At King's Warrington, we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which, translated from Latin, literally means 'we believe.'

We believe in appointing only the very best teachers and staff who are committed to serving the students and parents of this community.

We believe in setting the highest expectations for ourselves and our students and accepting no excuses for underperformance. We believe our school exists to shape the life chances of all our students so they can attend the best universities or secure the best employment opportunities in the years to come. We believe in fully supporting our students throughout their education.

King's Warrington is unique in that we have developed a highly personalised approach to our provision and teaching. Our smaller class sizes and year groups provide significant opportunities to nurture and develop the academic and creative talents of all our students.

As Principal, I am privileged to be part of such a fabulous team of staff who are 'mission-driven' in their goal to ensure that the education provided here is second to none. I welcome you to the Academy and hope that you find the information in this pack informative.

We warmly encourage prospective applicants to visit King's Leadership Academy Warrington. We believe that finding the right fit is essential for both the individual and the Academy, and a visit provides an invaluable opportunity to experience our culture, ethos and approach to teaching and leadership.

Please approach a member of our team to arrange a visit – we would be delighted to welcome you.

Umar Hussain



KING'S LEADERSHIP  
ACADEMY WARRINGTON

## Staff Benefits & Wellbeing

At our Trust, we are committed to creating an exceptional working environment where staff feel valued, supported and empowered to thrive. We believe that investing in our people is the foundation of outstanding education.

### A Trust That Prioritises Staff Wellbeing

- A culture where staff wellbeing underpins decision-making
- Strong pastoral support and leadership that genuinely listens
- A collaborative, family-oriented environment across all academies

### Professional Benefits & Career Development

- Highly competitive salaries that reward excellence
- Access to CredimusAI, saving significant time and reducing workload
- A personal device for all teaching staff to support professional practice
- Weekly leadership link meetings to support development and progression
- Clear career pathways, with rapid promotion for the right candidates
- Trust-wide collaboration, sharing expertise and supporting other schools
- Strategic input into our new building, shaping facilities for future generations

### Health, Wellbeing & Personal Support

- Benenden Health membership (optional £15.50 per month), with day-one access to:
  - 24/7 GP and mental health helplines
  - Specialist advice for adult care, neurodiversity and disability
  - Fast access to diagnostics, physiotherapy, mental health support and cancer advice
  - Support for tuberculosis and selected surgical procedures (subject to eligibility)
  - No medical checks, excess fees or age-related pricing
  - Option to add family members at additional cost
- BUPA Employee Assistance Programme (Trust-funded), providing:
  - Counselling and emotional wellbeing support
  - Legal, financial and family care advice
  - 24/7 confidential assistance
- Generous occupational sick pay, maternity/paternity provision and family-friendly policies

### Financial, Lifestyle & Community Benefits

- Cycle to Work salary sacrifice scheme
- Membership of the Teachers' Pension Scheme or Local Government Pension Scheme
- Opportunities to engage with the local community through fundraising and charity work
- The chance to contribute to trust-wide culture, innovation and school improvement





## About the Role

**Location:** King's Leadership Academy Warrington

**Contract:** Permanent

**Reports to:** SLT

**Salary:** Scale 2, Pts 3-4 (£24,796 - £25,185 FTE)

**Actual Salary:** £20,981 - £21,310

**Hours:** 37 Hours per week Term Time Only

**Start Date:** Monday 20<sup>th</sup> April 2026 (flexible)

To work in partnership with designated teaching and senior staff to provide high-quality academic, pastoral and behavioural support that enables students to access learning effectively.

The Teaching Scholar will assist with lesson delivery, facilitate targeted interventions, and help maintain a purposeful and inclusive learning environment both within and beyond the classroom.

Under the guidance of teaching staff, the postholder will support individuals and small groups, contribute to behaviour management and student wellbeing, and assist in monitoring progress.

In line with the SEND policy, the role will also support the Senior Leadership Team in promoting high standards, expectations, procedures and interventions to ensure that students with additional needs receive effective and timely support.

# Job Description

---

## 1) Student Support & Inclusion

Our Teams are the primary custodians of the Trust's mission, character through leadership and exemplify the ASPIRE values (Aspiration, Self-awareness, Professionalism, Integrity, Respect, Endeavour) in every action in addition too;

- Establish respectful, trusting relationships with students, modelling high expectations and professionalism.
- Supervise and support students, including those with emotional and behavioural needs, ensuring access to learning.
- Promote inclusion and positive peer interaction within the classroom.
- Plan and deliver targeted 1:1 and small-group interventions, particularly for pupils on the SEND register.
- Implement and contribute to IEPs, Behaviour Plans and personal care programmes.
- Act as a key worker for identified pupils, providing pastoral guidance and monitoring progress.
- Attend review meetings, contribute to IEP development and adjust targets as required.
- Promote student self-esteem, independence and positive attitudes to learning.

## 2) Teaching & Learning Support

- Assist in the preparation and adaptation of teaching materials and learning resources.
- Deliver structured learning activities in line with lesson plans, adapting to student need and learning styles.
- Support literacy, numeracy and creative programmes, recording and monitoring progress.
- Monitor and assess student responses to learning activities.
- Provide accurate and detailed feedback to teachers on student achievement and progress.
- Collaborate with teachers in setting and reviewing academic and behavioural targets.
- Administer and mark routine assessments and support the invigilation of tests and examinations.
- Maintain an orderly, purposeful and supportive learning environment.

## 3) Assessment, Recording & Reporting

- Maintain accurate student records as requested.
- Support the collation of reports, including data input where required.
- Record and evaluate intervention outcomes and student progress.
- Provide feedback to students on progress and achievement in line with Academy policy.
- Contribute to progress reviews and monitoring discussions.

## 4) Year Team & Student Development

- Monitor and review students' behaviour and attitudes, resetting targets where necessary.
- Support students who are distressed or involved in minor accidents.
- Encourage positive behaviour and engagement in line with Academy expectations.
- Assist with supervision outside directed lesson time, including before/after school and lunch.

## 5) Safeguarding, Compliance & Health & Safety

- Work in accordance with statutory safeguarding guidance (KCSIE, Prevent) and school policies.
- Promote the safety and wellbeing of all pupils.
- Comply with policies relating to child protection, confidentiality, data protection and health & safety.
- Report safeguarding or welfare concerns to the designated safeguarding lead.
- Support safe practices during trips, visits and off-site activities.

## 6) Professional Responsibilities & Academy Contribution

- Contribute to the overall ethos, smooth running and development of the Academy.
- Work collaboratively with colleagues and value the role of the wider team.
- Attend and participate in meetings as required.
- Engage in professional development, performance management and self-evaluation.
- Carry out additional duties as reasonably assigned by the Principal.
- Undertake agreed site-specific responsibilities.

## Person Specification

Category	Essential	Desirable
<b>Qualifications &amp; Professional Development</b>	GCSE English and Maths at Grade C/4 or above.	Degree-level qualification. Level 3 qualification (NVQ Level 3 or A Level).
<b>Experience &amp; Professional Practice</b>	Experience working with children in a secondary school or comparable setting.	Experience supporting students with Special Educational Needs and/or English as an Additional Language. Experience contributing to the development, monitoring and review of Individual Education Plans.
<b>Skills &amp; Attributes</b>	Ability to build and maintain positive, professional relationships with students, parents and colleagues. Strong ICT skills, including word processing, educational software and online learning platforms.	Effective classroom and behaviour management skills. Knowledge of the secondary curriculum and strategies to support students with specific SEN (e.g. physical disabilities, visual/hearing impairment). Understanding of transition pathways for students not yet ready to access the full curriculum. Awareness of safeguarding requirements and student mental health considerations. Ability to communicate effectively in relevant community languages.
<b>Personal Qualities &amp; Professional Conduct</b>	Commitment to the school's mission and the value of education in developing responsible citizens. Highest standards of professional and personal integrity. Strong commitment to inclusion and overcoming barriers to learning and achievement. Personal resilience, perseverance and a strong work ethic. Commitment to undertaking further training and professional development.	-



---

## How To Apply

---

Submit your application via [Our Website](#)

For an informal conversation about the role or to arrange a tour of our academy, please contact our Operations Manager, Stacey Perrie at [s.perrie@kingswarrington.com](mailto:s.perrie@kingswarrington.com) or [01925 817939](tel:01925817939).

## Appointment, Compliance & Safeguarding

---

### Appointment, Terms & Compliance

This appointment is made by the Local Academy Council on behalf of the Great Schools Trust. The Job Description forms part of the contract of employment and may be reviewed as the role or organisational needs change, following consultation. The Trust will make reasonable adjustments to support applicants and employees with disabilities.

The Trust is a licensed Skilled Worker Visa sponsor and may offer sponsorship subject to eligibility and the requirements of the role.

### Safeguarding & Pre-employment Checks

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. As part of safer recruitment, interviews will explore motivation to work with children, ability to maintain professional boundaries, emotional resilience and attitudes to authority and behaviour management.

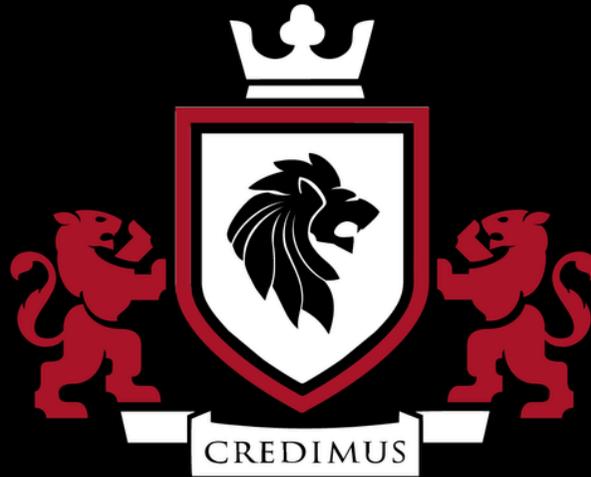
### Pre-Employment Checks

Any offer of employment is conditional upon the successful completion of the following:

- Proof of identity, address and right to work in the UK
- Two satisfactory references, including the most recent employer
- Verification of relevant qualifications
- Enhanced DBS check with barred list check
- Prohibition from teaching check
- Section 128 check (for management roles)
- Overseas police checks (where applicable)
- Occupational health clearance
- Satisfactory completion of the probationary period

### Ongoing Compliance

The postholder must comply with Trust policies, including the Staff Code of Conduct, Safeguarding and Child Protection Policy, and Staff Communication and Social Media Policy. Responsibilities may be reviewed periodically in line with Trust and academy priorities.



# KING'S LEADERSHIP ACADEMY WARRINGTON

