

Recruitment Information



Dear Applicant

I am delighted that you are interested in working with Yorkshire Causeway Schools Trust, an organisation currently of 3,800 primary and secondary aged students and around 600 staff in our ten schools in the Harrogate and Craven areas. This is a great time to be joining the Trust as it continues to grow and develop, focused on our mission of “**ambition, learning and enrichment for all**” and building on the strong foundations that have been established since it was formed in 2015.



Our Trust vision and values are critical underpinnings:

“Where everyone is **valued** and **respected**, where we share commitment to education that is **ambitious**, setting the highest expectations and where **integrity** is the foundation.”

The alignment of vision and values across our mix of Church of England and community schools is a key part of what makes this Trust a strong organisation.

The Trust’s Strategic Plan 2024-2027: ‘Our Trust: Learning for Everyone’ sets out that we are ambitious for our students, staff, communities and organisation. We are very interested in learning about the skills and experience that you can bring to our Trust and your vision for how you will support delivery of our strategic objectives.

The information included within this pack aims to help you to decide if you have the right qualities, skills, and experience to apply for the role. If you have any questions that will help further, please do get in touch.

If you feel that this is the post for you, then we very much look forward to receiving your application.



J. Goodwin

Jane Goodwin
Chief Executive
Yorkshire Causeway Schools Trust

About the Trust

We are a Church of England trust within the Diocese of Leeds that is comprised of both community and church schools. With a commitment to ambition, learning and enrichment for all, the impact we have for our students, staff and communities is important to us. The words of Jeremiah 29:11 “**to give you a future with hope**” encompasses our commitment to the nurturing of the whole self.

Through colleagues working together as peers and leading workstreams that engage and have impact across the organisation, our Trust continues to grow and strengthen. Doing this well is critical to us achieving the very best for our students and staff, it underpins our culture of ongoing improvement.

Our schools are importantly grounded in their communities. They each have their own vision and values in the context of the wider Trust and there is also an expectation that they all contribute to wider work, and benefit from that of others. Partnerships and high quality, supportive relationships internally and externally are important to us and influence what we can achieve to the benefit of children in our communities.



“ Where everyone is **valued and respected**, where we share commitment to education that is **ambitious**, setting the highest expectations and where **integrity** is the foundation. ”



Trust Vision and Values

The alignment of values across our mix of Church of England and community schools is a key part of what makes this Trust a strong organisation.

Trustees are committed to the importance of a mix of schools and to how we develop and support our students through the activities of the Trust centrally and through our working collaboratively within and across schools.

In delivering education that is ambitious in its widest sense, the Trust sets high expectations of all, regardless of starting points or situation. In all its schools, Yorkshire Causeway provides high-quality education based on common purpose, providing a rich and broad learning experience that enables students to flourish.

Whilst our schools work closely together and have much in common, we also value greatly their strong individual identities and the unique way in which they each serve their local community.



The current priorities of the Trust are set out in our Strategy 2024 to 2027: **‘Our Trust: learning for everyone’** summarised as follows:

Ambition for our staff - the adults who lead and support the ambition, education and development of our students are the main strength of our organisation and are fundamental to what our students can achieve.

Ambition for our students - we have high expectations for our students, supporting them to achieve both academically and as individuals through a rich and ambitious curriculum, underpinned by an agile and comprehensive system of school improvement.

Ambition for our communities - education is one of the key civic partners in our communities. At schools within the Trust much already takes place which

adds value to communities and we are committed to making this a planned deliverable and expectation for the Trust, fitting with our formal purpose of delivering “education for the public benefit”.

Ambition for our Trust - our Trust will continue to develop and strengthen in order to provide the best conditions for our students, staff and schools to flourish. Seeking to reduce operational frontline commitments so that the focus can be on students, appropriate systems of assurance are in place so that we know what is effective, where we need to do things differently and how we can keep each school working efficiently, effectively and in a safe way.

Why work for the Trust

At Yorkshire Causeway Schools Trust, we place our students at the heart of everything we do. For them to flourish, so too must our adults, underpinned by our mission of **“ambition, learning and enrichment for all.”**

We are an organisation of learners, both children and adults. Being ambitious for our staff is fundamental to us flourishing as an organisation. This is brought about through a love of learning in everyone.

Through our professional development offer, we are committed to ensuring that our staff can thrive in positive and purposeful environments, recognising that each school has its own strengths and distinct character, but where the same Trust-wide values are shared. We support staff in making positive choices for their own wellbeing and encourage and facilitate a collaborative approach and supportive culture.

We seek applicants who share our values and possess the tenacity to successfully deliver our vision.



What we can offer you

We are committed to providing a range of employee benefits at Yorkshire Causeway Schools Trust, offering the following as standard to all:

- Wide-ranging CPD opportunities.
- National terms and conditions, through a commitment to offering these in line with the School Teacher's Pay and Conditions document ("STPCD"), the Burgundy Book (for Teachers) or the NJC Green Book (for Support Staff).
- Local Government and Teachers' Pensions Schemes, including significant life insurance benefits.
- Support staff can expect a minimum of 25 days' annual leave, increasing with length of service, up to a maximum 34 days plus bank holidays per annum.
- Cycle to Work salary sacrifice scheme.
- All staff and their immediate families, living at the same address, have access to an employee assistance programme, through Health Assured, which offers a confidential service including 24-hour telephone support and advice on health, relationships, finances, legal and family matters.
- Free annual flu vaccinations.

What our colleagues say

GILES ANDERSON

TEACHER, ALL SAINTS CE PRIMARY SCHOOL

“ My ambition was never to ‘just’ be a teacher, I wanted (and still want) to be the best I possibly can be. Now five years into teaching, I look back at all the amazing opportunities and CPD events I have had to enable me to get to where I am. Working within the Trust, I have been able to visit other schools, share ideas with more experienced teachers and receive the support that is so vital when starting out in this profession.”



SARAH BLAY

TEACHING ASSISTANT, RICHARD TAYLOR CE PRIMARY SCHOOL

“ The Trust has enabled me to be ambitious over the years by setting high expectations and providing the necessary support to achieve them.”



Headteacher, Richard Taylor CE Primary School

Leadership Pay Range: L14 - L20 (£71,330 - £82,654 per annum)

Start date: September 2026

At Richard Taylor CE Primary School, we are a transformational community with a thriving culture of learning; celebrating success and inspiring children to shape their own future. We nurture and support our children to make positive life choices. We grow confident, resilient, happy, caring, and successful learners prepared for the next stage of their journey in life.

This vacancy follows the planned retirement of a long-standing and highly respected Headteacher who has led the school with care, consistency and strong values over many years. We are therefore seeking a Headteacher who will build on what is an already strong school, preserve its uniqueness and lead the school confidently into its next chapter. You will have the autonomy and ability to make decisions and to be creative while working with a trust team that will offer support, guidance, challenge, and reassurance to achieve success.

About Our School - Richard Taylor CE Primary School was first founded in 1785 by the brothers Francis and Richard Taylor. Originally named Bilton Endowed School it moved to its current site in 1973 and was renamed Richard Taylor School.

In our school we encourage every child to be the best version of themselves, academically, emotionally, and socially. Supporting them to thrive and grow as unique individuals. We deliver a curriculum, rich in experiences, which stimulates and challenges all learners to achieve their academic goals. We build a community where everyone's contribution is respected, and every child is taught the importance of active citizenship and empowered to use their voice to make difference to the world around them. We are a thriving learning community where children learn respect, trust and service in a safe and loving environment.

About our Trust - Yorkshire Causeway Schools Trust is a well-established multi-academy trust of ten schools — one secondary and nine primaries — including both Church of England and community schools. Based in and around Harrogate and Craven, the Trust offers strong opportunities for collaboration and shared learning.

With a mission of “Ambition, Learning and Enrichment for All,” school leaders benefit from a strong professional network, focused school improvement support, and the chance to contribute to the Trust's ongoing growth, innovation and excellence.

What We're Looking For - We are looking for a strategic and forward-thinking leader with a proven track record of school improvement and a passion for nurturing potential in both students and staff. You will:

- Be values-led, with a clear moral compass rooted in inclusion, care and Christian principles.

- Possess excellent communication and team-building skills, promoting strong relationships across the school and wider community.
- Be ambitious for all — a leader who empowers, challenges and supports staff and students to continually strive for excellence.
- Have a passion for innovation and continuous improvement, embracing new ideas, technologies, and pedagogies to enhance teaching and learning.
- Be reflective and self-aware, fostering a culture of openness, collaboration, and mutual respect.

What We Offer

- A dedicated, talented, and enthusiastic staff team committed to delivering high-quality education.
- Children who are curious, kind and eager to learn.
- Strong partnerships with parents, governors, the local church, and community.
- A supportive, well-established and outward-looking trust in the Yorkshire Causeway Schools Trust — providing collaboration, professional development, and strategic support across a family of both Church of England and community schools.
- The opportunity to shape the future of our school, building on firm foundations and guiding it to even greater success.

If you have a proven track record of exceptional senior leadership this is a superb opportunity to lead our school. Importantly, you must be motivated to make a real difference to the lives of our students and families and be values led. Our school is a place where all know that they are safe, loved, and can flourish as children of God and we are seeking a leader who embodies and respects these values.

For further information about the role or to make an application please follow the link to My New Term <https://mynewterm.com/jobs/141722/EDV-2026-RTCEPS-92919>

For a confidential discussion about the role, or to arrange a visit, please contact Cheryl Lehan, Trust HR Lead at Yorkshire Causeway Schools Trust. **E:** c.lehan@ycst.co.uk **T:** (01423) 818527

Closing Date: Monday 20th April 2026 at 8am

Shortlisting: Monday 20th April 2026

Interviews: Thursday 23rd and Friday 24th April 2026

Yorkshire Causeway Schools Trust is committed to safeguarding and promoting the welfare of our children and young people. We have a robust Child Protection Policy, and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory Enhanced Disclosure and Barring Service criminal records check for work with children.

Job Description:

Headteacher

Salary: L14 – L20

Contract Type: Permanent, full-time, school teachers' pay and conditions

Base: Richard Taylor CE Primary School, Harrogate

The Headteacher will work effectively with the Local Governing Body on a wide range of aspects of the school's provision and in line with the Trust's Scheme of Delegation.

Roles and responsibilities

- To foster a positive, caring and inclusive Christian ethos, whilst promoting an understanding of, and respect for, other faiths and cultures.
- Ensure a clear vision of school improvement, articulated and implemented through the ongoing review and evaluation of the School Development Plan.
- To develop, inspire and motivate an effective team in order to deliver high quality education and thereby raise standards across the school.
- To monitor and continually ensure that the curriculum is delivered with a focus on preparing all students for the next stage of their education, fostering resilience, confidence and emotional articulation.
- To lead in the provision and delivery of ambitious teaching and learning for all students, in its broadest sense, continually looking to improve standards in academic performance.
- To ensure that students reach their full potential through the effective use of all available finance and resources, ensuring probity in the use of public funds.
- To maintain a progressive culture through a process of rigorous self-evaluation, including being effective in the professional development of staff at all levels.
- To invest in effective professional working relationships, both internally and externally to the school and Trust, seeking and supporting collaborative working opportunities to the benefit of staff and students.
- Take lead the responsibility for safeguarding and child protection (including online safety) in the role as Designated Safeguarding Lead for the School, as set out in the most recent DfE guidance.
- Be an ambassador for the school and Trust, supporting positive stakeholder relationships, in particular within the school's community including local churches and the Diocese.

- Uphold the mission and values of the Trust and engage as a proactive member of the wider Trust Leaders Group in pursuit of ongoing organisational development as the basis of education that is ambitious for all of our students.
- To meet the Headteachers' Standards as published by the DfE.
- Ensure the school acts in compliance with relevant legislation and guidance at all times.
- To promote and safeguard the welfare of all children and young people within the School, by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, students, parents and others feel able to raise concerns which are then addressed sensitively and effectively.

There is no scheduled teaching commitment incorporated into this role.

This job description forms part of the contract of employment of the person appointed to the post. It will be reviewed annually and may be amended at any time after consultation and with the agreement of the postholder.

Person Specification: Headteacher

Key Competencies

- Personal Conviction – Passionate Commitment
- Performance Focus – Accepts accountability and holding others to account; Clarity of Vision; Strategic thinking
- Communicating – Skilful communication according to audience; Respect for others
- Personal Development – Reflective

These key competencies provide a wider definition of the requirements of the school and will inform recruitment decisions and ongoing review and development of the role.

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Evidence of recent, ongoing and relevant continued professional development, including in leadership and management (NPQH or similar) • Successful completion of child protection training / designated safeguarding lead training (or willingness to undertake upon appointment). 	
Experience and skills	<ul style="list-style-type: none"> • Experience as an effective senior leader in a primary school with an ability to demonstrate successful and sustainable school improvement. • Up to date knowledge and understanding of the National Curriculum, including EYFS, and experience of curriculum design at primary level. • A proven track record for delivering high standards in teaching and learning. • Enthusiasm and expertise in developing and implementing a curriculum that underpins delivery of ambitious education for all students. • Experience of maintaining effective partnerships with the school community, in particular parents/carers. 	<ul style="list-style-type: none"> • Experience as a highly effective Headteacher.

	Essential	Desirable
Experience and skills	<ul style="list-style-type: none"> • A strong focus on continuous professional development for all staff. • Up to date knowledge and understanding of Ofsted and SIAMs inspection requirements. • Ability to effectively use data, assessment and target setting to raise standards/address weaknesses. • Ability to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies. • Effective leader of learning demonstrating, promoting, and encouraging outstanding classroom practice. • Relevant knowledge of the distinctive nature and needs of a Christian school. • Able to demonstrate a commitment to maintaining a Christian vision and culture for the school. 	<ul style="list-style-type: none"> • Effective financial management and resource management in a primary school. • Experience of SIAMs inspection
Knowledge and understanding	<ul style="list-style-type: none"> • A strong commitment to inclusion in its widest sense. • Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for students. • Demonstrable evidence of a commitment to strategic thinking that builds, communicates and carries forward a coherent and shared vision for the school. • Commitment to fostering and develop relationships between the School, Trust, local church, Diocese and the wider school community. 	

	Essential	Desirable
Personal characteristics	<ul style="list-style-type: none"> • Inspires, challenges, motivates and empowers teams and individuals to achieve high goals. • Approachable, using person-centred practice for all students, staff, parents, and the wider community. Builds and maintains quality relationships, internal and external, through effective communication. • Personal and professional integrity, including the ability to model the organisational values and vision. • Effectively manages and resolves conflict. • Ability to prioritise, plan and organise themselves and others. • Thinks analytically and creatively, demonstrating initiative in prioritizing and solving problems. • Aware of own strengths and areas for development with an ability to listen to, reflect and act constructively in response to feedback. • Empathises appropriately and takes necessary steps in relation to students and other members of the school community. • Clear impact and presence. • Excellent written and oral communication skills. 	
Faith commitment	<ul style="list-style-type: none"> • Good understanding of the needs of a Church of England school together with a commitment to upholding the vision, values, ethos and aims in this context. 	<ul style="list-style-type: none"> • Active member of a church in membership of Churches Together England, evidenced where applicable through a positive and supportive faith reference from the priest/minister.
Safeguarding	<ul style="list-style-type: none"> • Demonstrates a commitment to all aspects of safeguarding and the welfare of children and young people. • Ability to form and maintain appropriate professional relationships and personal boundaries. • Emotional resilience in working with challenging behaviours. • Satisfactory safer recruitment clearances including positive recommendations from all referees, including current/most recent employer and most recent school employer. 	

Safeguarding

Yorkshire Causeway is committed to safeguarding and promoting the welfare of our students and young people. We have a robust Child Protection Policy which can be accessed via www.staidans.co.uk and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

Equalities

Yorkshire Causeway has a strong commitment to achieving equality of opportunity in its schools and in the employment of staff. The postholder will ensure that the Trust meets its statutory obligations in relation to all aspects of equality legislation.



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CAUSEWAY
SCHOOLS
TRUST**