



# Headteacher Recruitment Pack Castleford Park Junior Academy

Castleford Park Junior Academy | Working together to achieve excellence for all



# Welcome from the CEO

Thank you for your interest in the post of Headteacher at Castleford Park Junior Academy.

Castleford Trust is a cross phase Multi Academy Trust comprising of nine schools: three secondary academies, and six primary academies. The Trust is a medium sized family of schools all located within a geographic cluster within Wakefield.

Castleford Trust is committed to “working together to achieve excellence for all”.

All the academies within the Trust have a strong moral purpose and seek to have a positive impact on the communities that they serve and to support families to overcome any social disadvantage. This is delivered through an ambitious and engaging curriculum where no learner is left behind, alongside a strong pastoral support programme which ensures that pupils overcome any barriers to learning.

All academies within the Trust offer a rich set of experiences to allow pupils to grow and nurture talent, whether that be in sport, drama, music, art or technology. Staff will strive to give pupils opportunities to compete with the very best locally, nationally and globally. We are proud of our pupils and the positive contribution they make to society.

We are an ambitious and innovative Trust who are deeply committed to our values of Care, Aspire and Succeed and have very high expectations and aspirations for our pupils. The key to the success of the Trust is the commitment of an outstanding team of leaders, teachers and support staff who, through mutual sharing of knowledge, expertise, systems and resources from across education and business, support the raising of educational standards and achievements. This enables us to sustain and enhance educational performance, improving the life chances of all pupils across the Trust.

At Castleford Trust, it is essential that we deliver a first-class standard of education and ensure that all of our academies deliver outstanding provision for the benefit of our pupils and wider community.

Castleford Trust is an exceptional place to work and has a team of dedicated and committed staff. We strongly believe in developing and nurturing talent by providing opportunities for staff training and development.

Staff turnover is low. We are proud of our achievements but are always striving to do more and provide the very best life opportunities for the communities we serve. We continually seek out the best practice to ensure that our provision sits alongside the finest that is available Nationally.

**George Panayiotou**  
**CEO**





INSPIRE ACHIEVE ENJOY  
CASTLEFORD  
PARK JUNIOR ACADEMY

# About Castleford Trust

Castleford Trust established as a Trust on 1st April 2013. The Trust comprises of three secondary academies: Airedale Academy, Castleford Academy and Crofton Academy; and six primary academies: Airedale Infant Academy, Airedale Junior Academy, Castleford Park Junior Academy, Glasshoughton Infant Academy, Oyster Park Primary Academy and Three Lane Ends Academy. Each academy is based within the Wakefield district. Castleford Trust serves approximately 5600 pupils.

Castleford Trust is committed to “working together to achieve excellence for all”. Within Castleford Trust, in our pursuit of excellence, we work hard to ensure that no child is left behind. The Trust puts pupils at the heart of everything we do. In our commitment to excellence, we place ourselves at the forefront of educational developments, creating an environment which is innovative, a positive climate for learning and attainment and fully support pupil’s social and emotional development.

Each academy is an exciting place to learn, with high quality educational experiences and an innovative approach to the curriculum. Children thrive emotionally and academically and are well prepared for their adult life. We are committed to delivering the highest standards of education possible and a continual review of curriculum and organisational structures enable pupils to succeed and achieve. At Castleford Trust, it is essential that we deliver a first-class standard of education and ensure that all of our academies deliver ambitious provision for the benefit of our pupils and wider community.

Castleford Trust is committed to working together to provide the best outcomes for children within the community. We aim to raise pupil expectations and aspirations through teaching and learning, effective leadership and the sharing of outstanding practice.

Mutual sharing of knowledge, expertise, systems and resources from across education and business will support the raising of educational standards and achievements and enable us to sustain and enhance educational performance whilst taking into account statutory and regulatory requirements.

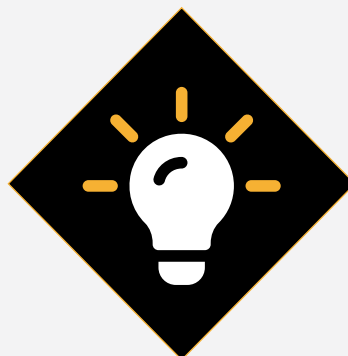
Castleford Trust is an exceptional place to work and has a team of dedicated and committed staff. We strongly believe in developing and nurturing talent by providing opportunities for staff training and development. Staff turnover is low. We are proud of our achievements but are always striving to do more and provide the very best life opportunities for the communities we serve. We continually seek out the best practice to ensure that our provision sits alongside the finest that is available nationally.

The purpose of the Trust Board is to ensure clarity of vision, ethos and strategic direction of the Trust and to raise standards and outcomes for all pupils, regardless of starting points. Our structures and processes support and develop the Trust to benefit all our pupils, staff and the communities we serve. We believe that success is achieved when we work together.

## Our Values:



Care



Aspire



Succeed

# About Castleford Park Junior Academy

At Castleford Park Junior Academy, we believe that every child deserves the very best opportunities and support and that starts with maintaining an exceptional team who are experts in the areas that they lead in. As an academy built on the values of Care, Aspire, Succeed, we are committed to creating a nurturing, inclusive environment where both pupils and staff can thrive.

When you join us, you become part of a community that celebrates diversity, values collaboration, hard work and the importance of being able to advocate for yourself and recognises the unique strengths of every individual. We work together to inspire lifelong learning, raise aspirations, and equip children for a successful future and we value the opportunity to work with passionate, dedicated professionals to help us achieve this vision.

At Castleford Park Junior Academy, you'll find a culture of respect, resilience, and teamwork, where your contribution truly matters. Pupil and staff voice shape the curriculum, enrichment and environmental offer at our academy, culminating in strong outcomes at the end of Key Stage Two. This is reflected in the pupils' opportunities to take part in a wide variety of clubs; to experience ambitious residential; to take part in regular forest school sessions; experience nurture provision and bespoke emotion coaching where needed, in order to be well equipped for Key Stage Three and beyond.

If you're ready to make a difference and join a school where ambition meets opportunity, we'd love to hear from you. Together, we can create a learning environment that inspires every child and every member of staff to reach their full potential.

For more information about Castleford Park Junior Academy, please visit our [website](#).



# About the role

As Headteacher, you will play a pivotal role in shaping the future of Castleford Park Junior Academy, leading a talented team to achieve outstanding educational outcomes while ensuring a safe, inclusive, and nurturing environment for all. This is an opportunity to make a lasting impact through driving excellence, innovation, and continuous improvement, in line with our Trust's strategic vision.

You will work in close partnership with the Directors of Primary Education, as well as fellow Headteachers, to implement ambitious school improvement strategies. We are looking for an inspirational leader who embodies our values of Care, Aspire, Succeed - empowering leaders and supporting the local community, in order to deliver aspirational outcomes for every pupil.

Operationally, you will be responsible for leadership and management whilst ensuring the curriculum is delivered effectively, meeting any statutory requirements. It will be key to build strong relationships with all stakeholders of the academy, ranging from pupils to staff, parents to governors and including the wider local community.

Castleford Park Junior Academy has a strong reputation within the local community for delivering excellence in inclusion. The academy is particularly recognised as supporting pupils with ASC and ADHD to achieve their goals and ambitions. Its unique internal provision already includes: a range of regulation areas, nurture provision, and an inclusion area where mentors are based to support pupils to achieve independence in learning, emotional regulation and self confidence. This is expanding to include an integrated resource provision opening in September 2026, which will support pupils with SLCN from within the Academy and from the local community.

If you become Headteacher, you will benefit from exceptional support from our executive leaders, leadership teams, and dedicated Trust specialists across key areas including curriculum development, safeguarding, inclusion, governance, HR, finance, estates, IT, and compliance. At Castleford Trust, collaboration is at the heart of everything we do - your success is our shared success.

If you are an ambitious, enthusiastic and forward thinking leader who wants to lead our Junior Academy on the next stage of it's improvement journey then you are who we are seeking. Apply via My New Term and feel free to reach out to the Trust team at any time.



# Job Description

## **Main Duties and Responsibilities:**

Aligned to the Headteacher standards, the Headteacher provides strategic leadership and management to ensure high standards of education, pupil achievement, and staff professionalism. This role is accountable to the Trust and Governing Board and responsible for creating a safe, inclusive, and aspirational learning environment.

## **School Culture**

- Establish and sustain the Trust & Academy's ethos and strategic direction in partnership with governance and the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards that prepare pupils for their next phase of education and life.
- Promote respectful relationships and maintain a safe, orderly, and inclusive environment.
- Ensure a culture of high staff professionalism.

## **Teaching**

- Ensure high-quality, evidence-informed teaching across all subjects and phases.
- Develop the coaching culture in place further, in order to continually improve the pedagogical offer for pupils
- Maintain subject expertise and respect for distinct disciplines.
- Promote effective use of formative assessment to support pupil progress.

## **Curriculum and Assessment**

- Deliver a broad, structured, and coherent curriculum that defines knowledge, skills, and values, leading to ambitious outcomes
- Develop strong curricular leadership and support subject leaders with access to professional networks, ensuring excellence in each subject area
- Ensure effective approaches to reading, including systematic synthetic phonics for early learners and continue to develop a community of life-long readers.
- Implement valid and reliable assessment practices.

## **Behaviour**

- Set and sustain high expectations for pupil behaviour through clear rules and routines.
- Ensure courteous conduct and adherence to the school's behaviour policy.
- Apply fair and respectful behaviour management strategies.
- Model and teach citizenship values.
- Maintain the 'growth mindset' culture - focused on being determined to achieve the best that you can

## **SEND and Inclusion**

- Hold ambitious expectations for pupils with additional and special educational needs and disabilities (SEND).
- Continually refine practices that enable all pupils to access the curriculum effectively.
- Work in partnership with parents, carers, and professionals to identify and support SEND needs adjusting the academy offer to meet the provision needed
- Ensure compliance with statutory duties under the SEND Code of Practice.

## **Professional Development**

- Provide staff with sustained, high-quality professional development aligned to school priorities.
- Plan, deliver, and evaluate development opportunities effectively.
- Draw on expert provision from within and beyond the school to support succession planning.

## **Organisational Management**

- Safeguard pupils and staff through robust safeguarding practices.
- Manage financial resources efficiently and ensure probity in the use of public funds.
- Deploy staff effectively while managing workload considerations.
- Oversee systems, processes, and policies for operational efficiency.
- Identify and mitigate risks rigorously.

## **Continuous School Improvement**

- Use evaluation processes to identify barriers to effectiveness and set improvement priorities.
- Develop evidence-informed strategies and implement them effectively for sustained improvement.
- Continue to grow a skilled and ambitious middle leadership team

### **Partnership Working**

- Build constructive relationships with parents, carers, and the local community.
- Collaborate with other schools and organisations in a climate of mutual support and challenge.
- Maintain professional relationships with colleagues across public services to improve outcomes.

### **Governance and Accountability**

- Embrace the role of governance and uphold accountability obligations.
- Maintain professional relationships with governors, valuing their contributions.
- Ensure staff understand and meet their professional responsibilities - supporting them to grow as teachers and leaders.
- Operate within regulatory frameworks and statutory duties.

### **Safeguarding Children and Safer Recruitment**

- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the Academy.
- Ensure that sufficient resources and time are allocated to enable the designated persons to discharge their responsibilities for all things related to safeguarding activity

### **Health and Safety**

- Work in compliance with the Academy and Trust Health and Safety policies and practices, ensuring the safety of all parties at all times.

### **Data Protection & Cyber Security**

- Ensure compliance with all statutory obligations such as the Data Protection Act (2018), GDPR legislation, Freedom of Information Act (2000)
- Drive a culture of awareness at the Academy on the important of data protection, cyber security and digital best practices. Ensuring that all members of staff are aware of Trust policies and expectations.

### **General**

- Actively contribute to and promote the overall ethos and values of each academy and the wider Trust.
- Be prepared to share expertise and capacity to collaborate with leaders across the Trust in order to drive collective strategic improvements.
- Participate in training and other learning activities and performance development as required.
- Maintain consistently high standards of professional conduct, tact and diplomacy at all times in dealing with pupils, parents, staff and colleagues, external agencies and any other visitors to the academy or Trust.
- Maintain absolute confidentiality and exercise discretion with regard to staff/pupil information and the Trust's business at all times.
- Act as an ambassador for the academy and wider Trust within the local community and beyond, ensure that the ethos and values of the Trust are promoted and upheld at all times.
- Undertake any other reasonable tasks and responsibilities requested by the Trust Board, CEO or Directors of Primary Education which fall within the scope of the post.

The Ofsted summary from April 2024 recognised Castleford Park Junior Academy as an environment that builds trusting relationships with families, helping pupils feel happy and safe.

**Overall effectiveness: Good**

Effectiveness of leadership and management: Good  
Quality of teaching, learning and assessment: Good  
Personal development, behaviour and welfare: Good  
Outcomes for pupils: Good

Pupils are proud to attend Castleford Park Junior Academy. Pupils settle well when they start in Year 3 because the school has established a carefully structured, successful transition programme for pupils.

Pupils benefit from the wide range of enrichment activities such as tag rugby, sewing, musical theatre, Spanish club, sign language, baking and Lego club. Pupils are proactive in their leadership roles within the school council, sports council or eco council.

Pupils relish opportunities within the curriculum to develop their practical skills and knowledge. Pupils grew maize in forest school, ground it, then made tortillas to eat. Pupils made life-size buggies in design and technology, then applied the knowledge and skills to make go-karts.

The school builds trusting relationships with families. Pupils behave extremely well. Relationships between staff and pupils are caring and supportive. This helps pupils to feel happy and safe in school.



# Person Specification

	Essential	Desirable
<b>General</b>		
Right to Work in the UK	x	
Enhanced DBS	x	
Children's Barred List Check	x	
Two satisfactory references	x	
<b>Knowledge, Qualifications and Experience</b>		
Graduate with Qualified Teacher Status	x	
NPQH (or equivalent) achieved or underway		x
Evidence of further qualifications		x
Significant experience at HT/Senior school leader		x
Understanding and experience of leading an Academy/School	x	
Experience of leading, or developing, pedagogy within a primary environment	x	
Evidence of developing a knowledge rich, sequenced curriculum to pupils with a diverse range of social, emotional, intellectual and physical needs	x	
Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of Academy life, including challenging poor performance	x	
Ability to engage the Academy/School community in the systematic and rigorous self-evaluation of the work of the school	x	
Experience of monitoring and improving the quality of teaching and learning, with sustained impact	x	
Experience of having led, or made a significant contribution to, the success of an Academy/School, through its leadership, pupil outcomes and ethos	x	
Experience of supporting staff to optimise attainment and progress whilst meeting the needs of a range of pupils	x	
Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways	x	
Extensive experience of working with children with significant barriers to learning, increasing inclusivity and developing adaptive teaching strategies	x	
Knowledge of legislation relating to managing a school including equalities legislation, safeguarding and health & safety	x	
Strong knowledge of inclusive strategies and practise that supports pupils with SEN to achieve their goals and ambitions	x	

	Essential	Desirable
<b>Skills, Abilities and Personal Attributes</b>		
Proven ability to inspire, lead and participate actively in building and sustaining a learning community and network with others within and beyond the Academy/School.	x	
Understanding and ability to communicate and successfully implement strategies across all aspects of the Academy/School including teaching and learning, curriculum, assessment, personal development, behaviour and attendance	x	
Proven ability to deliver a collective vision and shared purpose whilst maintaining excellent relationships and communication across the Academy/School community	x	
Excellent classroom practitioner with relevant experience across the whole primary age age range	x	
Experience of effectively managing the impact of change	x	
The ability to deliver effective strategic financial planning & financial management including budgetary control	x	
An understanding of and competent use of ICT, including emerging technologies to aid and promote the quality of teaching, learning and administration	x	
Excellent organisational skills	x	
Well-developed interpersonal and communication skills	x	
Clear understanding of the ethos and strategies required to establish consistently high standards in outcomes, progress, attitudes and behaviour	x	
Able to meet national standards for Headteachers	x	
Demonstrate a personal enthusiasm and commitment to leadership, aimed at making a positive difference through raising standards for children and young people	x	
Demonstrate personal and professional integrity, including modelling values and vision; taking into account staff wellbeing and workload management	x	
Evidence of a commitment to safeguarding and promoting the welfare of children and young people and promoting belonging with the Academy/School community	x	
Commitment to promote and support the vision and values of Castleford Trust	x	

# Important Information

**Salary:** Leadership Range L15- L21 (£73,105 - £84,699)

**Contract:** Permanent, full time

**Start Date:** 1<sup>st</sup> September 2026

**Academy Address:** Castleford Park Junior Academy, Medley Street, Castleford, WF10 4BB

**Closing Date for Applications:** 23<sup>rd</sup> March 2026 - Midday

**Shortlisting and Interviews:** Shortlisting will take place following the closing date, with a target to interview on Monday 20<sup>th</sup> and Tuesday 21<sup>st</sup> April 2026

**References:** References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application.

**School Visits:** We strongly encourage prospective candidates to visit the school. Please contact Adam Phillips (Director of People & HR) to arrange a visit:

- Telephone: 01977 238264
- Email: [aphillips@castlefordacademytrust.com](mailto:aphillips@castlefordacademytrust.com)

Visits are currently available on Monday 9<sup>th</sup> March at 5.00pm, and Wednesday 18<sup>th</sup> March at 11.00am.

**Application Process:** Please apply via My New Term. Your supporting statement should be no more than three A4 pages in Calibri 11 point font, or equivalent. Please do not include a CV.

**Contact for Informal Discussion:** For an informal conversation about the role, please contact Rebecca Lewis (Director of Primary Education) via email on: [RLewis@castlefordacademytrust.com](mailto:RLewis@castlefordacademytrust.com)

**Equal Opportunities:** Castleford Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnership. Castleford Trust welcomes applications from anyone who meets the criteria for the role.

**Safeguarding and DBS Clearance:** Castleford Trust are committed to promoting safeguarding and the welfare of children, young people, and vulnerable adults and expects all staff to share this commitment. Therefore, all appointments are subject to satisfactory pre-employment checks and an enhanced DBS check.

**Data Protection:** As part of Castleford Trust's recruitment process, the Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this please visit the Castleford Trust website.



## Benefits

At Castleford Trust we pride ourselves on providing access to leading wellbeing resources for all staff. These include:

**Access to a Pension Scheme:** Our schemes ensure you can plan for your financial future. All employees can be part of either the Teacher's Pension Scheme or the Local Government Pension Scheme - benefits include life cover, survivor benefits and ill health cover.

**Employee Assistance Programme:** Access confidential counselling and support services through our EAP. We care about our mental and emotional well-being, running regular events to promote and encourage health lifestyle choices.

**Access to Fitness & Swimming Facilities:** Access to facilities onsite and discount at local Aspire facilities including swimming. Aspire discounts are available to family members also.

**Health Checks & Healthy Hearts:** Organised each year, we offer a range of onsite health checks from weight management, healthy hearts and smoking cessation support. Annual flu jabs are available for all staff.

**Cycle to Work:** Commute sustainably and improve your health with our Cycle to Work scheme. You can get a tax-free bike and cycling accessories to make your journey more enjoyable.

**Free eye test with Specsavers:** Your eye health matters. We offer access to vouchers for VDU users, supporting staff to put their health first.

**Staff networks:** Headteacher and leadership collaboration across the Trust provide vital peer support, shared strategies and resources that help you foster resilience and maintain your overall wellbeing.

**Coaching & Mentoring:** Develop your skills and career with personalised coaching and mentoring programs. Our network of experienced professionals will support your growth and professional development.

**Discounts for Teachers and BlueLight Card:** Enjoy exclusive discounts and offers from shopping to entertainment. You'll find a range of great deals on everyday expenses.





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