



KING'S LEADERSHIP
ACADEMY WARRINGTON

Recruitment Guide

Head of Year

Location: King's Leadership Academy
Warrington

Contract: Permanent

Salary: £28,504 - £30,458

Start Date: ASAP



  @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."

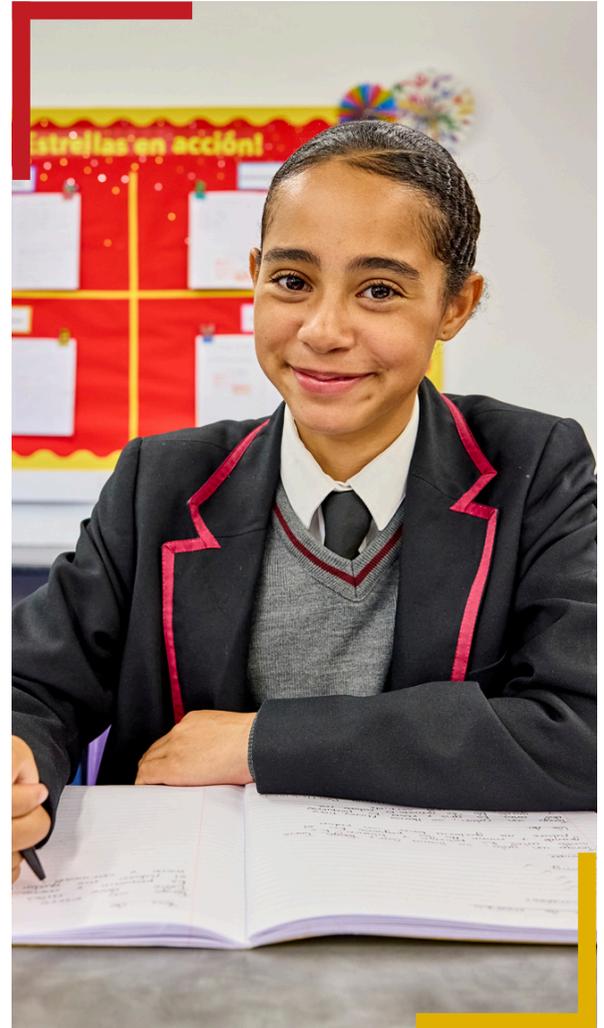
We believe in every child.
We believe in every member of staff.
And we believe in what we can achieve together.

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: Pastoral Lead

Salary: Scale 6. Pts 18-22 (£31,537 - £33,699 FTE)

Actual Salary: £28,504 - £30,458

Hours: 37 Hours per week, Term Time Only + 15 Days

Start Date: ASAP

This is a fantastic opportunity for an ambitious and driven leader to take ownership of a year group and play a pivotal role in shaping students' academic success, character development and overall school experience.

Working closely with the Senior Leadership Team, you will lead on pastoral care, behaviour and student outcomes, ensuring that every student is supported to achieve their full potential. You will be at the heart of the academy, building strong relationships with students, families and staff, and creating a culture of high expectations, consistency and care.

As Head of Year, you will drive high standards of behaviour and attitudes to learning, implement effective systems and interventions, and ensure that all students – including those with additional needs – receive the support they need to thrive. You will play a key role in promoting wellbeing, improving attendance, and celebrating success across your year group.

This role offers the opportunity to make a genuine impact on students' lives, while developing your leadership skills within a supportive, values-driven and forward-thinking school.

Job Description

1) Pastoral Leadership & Student Welfare

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;

- Provide pastoral welfare for a designated group of students
- Act as Designated Safeguarding Lead (DSL) for a designated group of students
- Provide mentoring for safeguarding, wellbeing and behavioural matters
- Implement proactive interventions to enable student success
- Foster a caring, supportive and aspirational learning environment
- Promote high standards, refusing to accept excuses for low performance
- Support students in developing self-belief and raising aspirations
- Demonstrate deep respect for students and the challenges they face

2) Behaviour Management & Safeguarding

- Support in managing the Behaviour Support Room effectively
- Adhere consistently to the Academy behaviour system
- Supervise after-school detentions and sanctions
- Coordinate and support the after-school sanction system
- Maintain accurate and up-to-date behaviour logs
- Ensure safeguarding logs are updated and appropriate action is taken
- Support and actively promote the school rewards system
- Ensure students follow the uniform policy at all times

3) Parental Engagement & External Liaison

- Communicate effectively with parents/carers regarding welfare and behaviour
- Engage families as key stakeholders in students' education
- Liaise with Attendance Lead and SLT to improve attendance
- Promote positive relationships between form tutors and families
- Attend Parents' Evenings and after-school events
- Work with external agencies where appropriate
- Communicate and cooperate with relevant external bodies
- Follow agreed Academy communication policies

4) Year Team & Student Development

- Support form tutors in personal and social development of students
- Attend and contribute to Year team assemblies
- Attend TAC meetings and take minutes where required
- Support form tutors in addressing behaviour and welfare matters
- Supervise students in line with the duty rota
- Work collaboratively within the pastoral team
- Contribute to the development and growth of the Academy

5) Professional Standards & Personal Development

- Uphold and model the Academy's ASPIRE values
- Participate in coaching and professional development programmes
- Engage fully in Performance Management Review processes
- Complete an annual project linked to performance management
- Continue personal development in relevant areas
- Contribute positively to effective working relationships
- Demonstrate resilience, professionalism and strong organisational skills

6) Quality Assurance & School Improvement

- Support implementation of quality control and self-review systems
- Contribute to the review and development of pastoral and curriculum functions
- Attend and lead team meetings in line with the Academy calendar
- Use student data to inform interventions and support strategies
- Support effective deployment of classroom support
- Maintain high standards of practice across the pastoral provision

7) Administration, Information & Resource Management

- Maintain accurate records for safeguarding, behaviour and tracking
- Provide up-to-date information for assessment and registers
- Complete documentation to support student tracking
- Track student progress and respond appropriately
- Contribute to ordering and allocation of resources
- Assist in identifying required materials and equipment
- Promote effective and efficient use of Academy resources
- Undertake additional duties as negotiated with the Principal

Person Specification

Category	Essential	Desirable
Qualifications & Professional Development	Degree-level qualification Level 3 qualification (NVQ Level 3 or A Level) GCSE English and Maths at Grade C/4 or above Evidence of continuing professional development appropriate to current role Attendance at relevant professional courses	Additional qualifications in specific subject areas or special educational needs (SEN) Qualified Teacher Status (QTS)
Experience & Professional Practice	At least two years' experience working with children in a secondary school or similar setting Experience of a wide range of pastoral strategies and approaches Clear understanding of the importance of following policy and procedure Evidence of achieving strong pupil progress and positive outcomes Experience of working collaboratively within teams	Knowledge of school-based education including child development Experience as a Designated Safeguarding Lead (DSL)
Skills & Attributes	Strong organisational and planning skills Ability to work effectively with individuals and small groups Excellent communication skills with students, parents and staff Ability to communicate effectively with a wide range of audiences Good ICT skills (word processing, learning software, online systems) Ability to remain adaptable, think quickly and act calmly under pressure Commitment to raising achievement and supporting high standards of behaviour Ability to self-evaluate and actively seek professional learning opportunities	Ability to establish a safe and purposeful learning environment Secure understanding of key concepts and skills essential to student success Knowledge of strategies to support students with specific SEN needs
Safeguarding, Inclusion & Student Welfare	Ability to promote and safeguard the wellbeing of all young people Commitment to inclusion and overcoming barriers to learning Ability to maintain positive relationships with students, parents and staff Support for the school ethos of high standards of behaviour for learning	Advanced safeguarding experience (including DSL responsibilities)
Personal Qualities & Professional Conduct	Passionate belief in the school's mission and values Strong belief in the value and transformative power of education High levels of professional and personal integrity Personal resilience, persistence and a strong work ethic Willingness to contribute to extracurricular activities Ability to model high standards of professionalism, presentation and conduct	Experience of acting as a role model across whole-school initiatives



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 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.

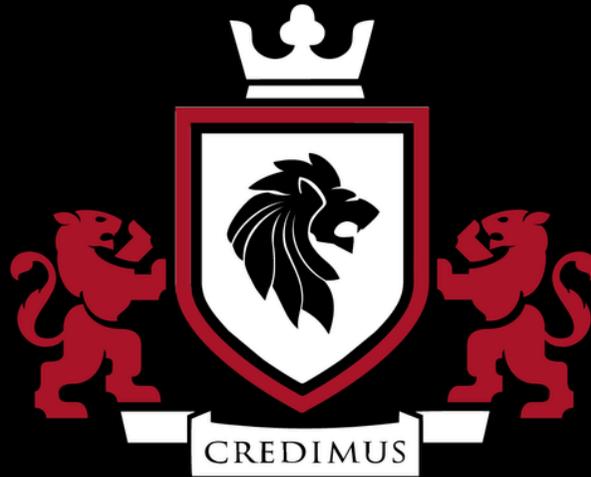
Pre-Employment Checks

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

