

WE ARE RECRUITING

Head of School - South View Academy

South View Academy is a new, purpose-built 3 - 19 Special Free School opening in September 2027. It is being opened by Wellspring Academy Trust, in partnership with North Yorkshire Council and the Department for Education.

- Join our dedicated team.
- Lead our transition to a brand new building.
- Make a difference to the lives of children.
- Be inspired everyday!

Scale: 16-20

Start: September 2026



North & West Yorkshire
Specialist Partnership



Head of School Recruitment Pack

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The Role

Head of School - South View Academy

Scale: 16-20

Start: **September 2026** (For opening an anticipated opening in Summer 2027)

South View Academy is a new, purpose-built 3- 19 Special Free School opening in September 2027. It is being opened by Wellspring Academy Trust, in partnership with North Yorkshire Council and the Department for Education.

Do you share our vision of an education system where every child can thrive?

Are you an exceptional leader who wants to make a real difference to the lives of children?

We are currently looking for a Head of School who is:

- An experienced leader, innovator and practitioner with the ability to establish and sustain expert teaching that meets the needs of pupils within a purpose built generic special school.
- Passionate about the curriculum and able to ensure all children access a structured and personalised entitlement in line with our vision and values.
- Able to lead the school on a day-to-day basis with support and guidance from the Executive Team.

We need a leader who is highly motivated, with resilience and focus to join us on our journey. Only the very best will do as our children deserve only the best. If you are a confident leader, if you are dedicated to improving the life chances of children and have the ability to help both staff and pupils shine, please get in touch!



Our Motto

“ Success in View, Potential in Reach.”



Our Vision

“ To provide a nurturing, inclusive, and aspirational environment where every pupil takes ownership of their learning, builds emotional resilience, and achieves personal success, preparing children and young people to contribute positively to their community.”

Our Guiding Values:

Our entire school culture is built upon our five core values. These are the principles that guide our teaching, our expectations, and our support for every pupil:



Success

We celebrate personalised achievement, focusing on progress and potential over attainment, ensuring every pupil experiences pride in their daily achievements.



Ownership

We empower pupils to take responsibility for their learning journey and behaviour, developing the agency and self-regulation skills vital for independence.



Understanding

We foster empathy, respect, and emotional literacy, creating a deeply inclusive environment where every individual's needs and contributions are recognised.



Together

We thrive as a cohesive community, encouraging collaboration, teamwork, and strong relationships among pupils, staff, and families.



Heart

We prioritise emotional well-being and resilience, teaching self-care and kindness so pupils can confidently navigate challenges throughout their lives.

We ensure these values are not just words on a page; they are embedded through personalised learning goals, collaborative projects, and dedicated well-being lessons, making the South View experience one of growth, responsibility, and unwavering support.





Chair of Governors Letter to Applicants

Dear Applicant,

Thank you for your interest in the post of Head of School at South View Academy a member of the Wellspring Academies Trust.

I am delighted that you are considering applying to lead our offer for children and young people in our unique school and leading the transition to our new building.

Our new Head of School will be passionate and knowledgeable about the pursuit of teaching and learning in special schools and have a love of working with all children, young people and their families.

Our person specification provides a more comprehensive list of the qualities we are looking for, but in essence we want to appoint somebody with the wisdom, experience and confidence to embrace and enjoy the experience of leading the development of our new school. Critically this involves building trust and relationships with stakeholders and partners. We will provide extensive support through our Executive Principals to the successful candidate brokering and facilitating their initial engagements. Successful recruitment of our workforce team as early as possible will of course be a priority.

I have worked in the specialist sector for over 20 years mainly with a Local Authority role and for the last 15 years as a governor.

South View is a very exciting opportunity and I look forward to working with the successful candidate.

I hope that I have the opportunity to meet you as the recruitment process progresses.

Yours faithfully

Ken Morton

Chair on behalf of the North and West Yorkshire Specialist Partnership which is a local Governing Body within the Wellspring MAT.





Executive Principal Message

Dear Applicant,

It is an incredibly exciting time to join South View Academy as we prepare to open our doors in September 2027. As a new, purpose-built 3–19 Special Free School in Selby, we are being established by Wellspring Academy Trust in partnership with North Yorkshire Council and the Department for Education.

At South View, our mission is to provide a nurturing, inclusive, and aspirational environment where every pupil builds emotional resilience and achieves personal success. Our vision is centered on preparing children and young people to contribute positively to their community by equipping them with essential life skills and removing barriers to learning.

Our entire school culture is built upon our five core values, which guide our teaching and support for every pupil:

- **Success:** Celebrating personalised achievement and progress.
- **Ownership:** Empowering pupils to develop self-regulation and independence.
- **Understanding:** Fostering empathy and a deeply inclusive environment.
- **Together:** Thriving as a cohesive community through strong relationships with families.
- **Heart:** Prioritising emotional well-being and kindness.

As a fully inclusive all-through academy, we celebrate individual differences and support the highest aspirations for our students. We are looking for individuals who are not only committed to these values but are also eager to help us build a welcoming, safe place where young people can learn and prosper.

To be successful at South View, you will need a clear understanding of the strategies required to support pupils with diverse needs and the stamina to help us establish this new community from the ground up. We are looking for people who want to work closely with local parents, carers, and the wider community to ensure our success.

I look forward to receiving your application and potentially welcoming you to our team.

Yours sincerely,

Shona Crichton

Wellspring is a community of 33 thriving Special, Alternative, Primary and Secondary Academies across Yorkshire and Lincolnshire. The Trust has considerable provenance in the development of wholly new settings having delivered 12 such projects from inception. This experience and substantial capacity represent a substantial enabler for our new Head of School, working in complement with the North and West Yorkshire Special Partnership team to ensure South View has the very best start possible.

At Wellspring Academy Trust we believe that every school is unique, because it has a unique history, it serves a unique community context and is full of unique individuals.

We value and celebrate the unique identities of our academies. We encourage them to innovate, create and develop their uniqueness because we want others to learn from them. Excellence is about diversity, not conformity.

We do not believe that one size fits all.

Our culture is: Open. Transparent. Outward-facing. Generous. Supportive. Collegial. Collaborative. Inclusive. Progressive. Plural. Courageous. Curious. Caring. Confident. Ethical. Respectful.

If you want to work with, and – more importantly – contribute to a culture like this, we might be a fit.

To learn more about Wellspring’s employee proposition and commitment to workforce development, please navigate to our website. www.wellspringacademytrust.co.uk/careers/

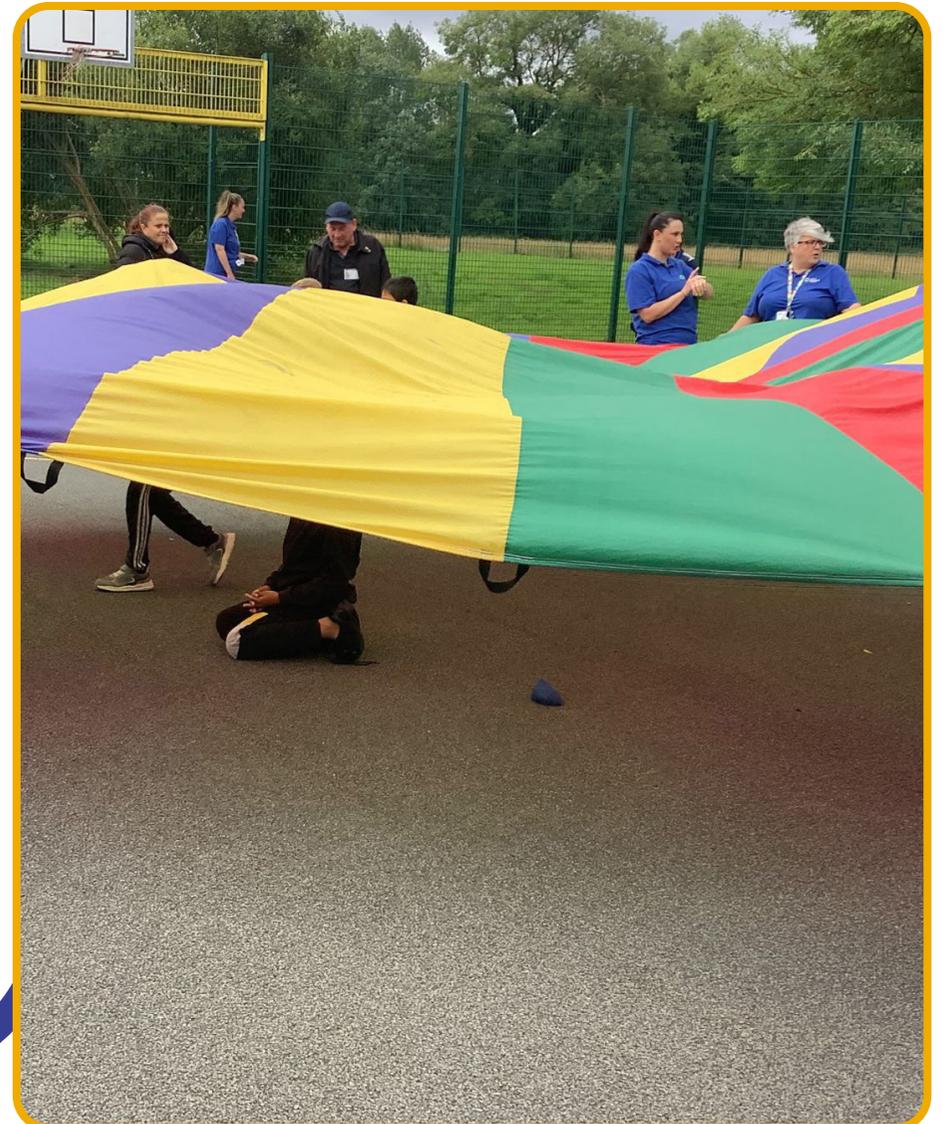


EDI Statement: Wellspring is strongly committed to equity, diversity and inclusion in its recruitment processes, aiming to reflect the diversity of our communities and the nation at large. We would enthusiastically welcome applications from black and minority ethnic groups and those with other protected characteristics

Safeguarding

Our Schools and Academies are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that all our recruitment and selection practices reflect this commitment.



Next Steps...

For more information about the role, please speak to **Shona Crichton, Executive Principal**. You can arrange this with Lauren Harper - PA to the Executive Principal - l.harper@springwellacademyleeds.org

We strongly recommend a visit to one of our other regional schools and this can also be arranged with Lauren Harper.

To apply, please submit an application through My New Term. Your application should outline why you feel your experience makes you a strong applicant for this exciting opportunity.

Please note that candidates are expected to demonstrate all the essential criteria and have a strong communication skills.

Deadline for applications: 8.00am Monday 23rd March 2026

