



Newsome Academy

Everyone Exceptional Everyday

Head of Year and Assistant Head of Year Recruitment Information Pack



Officially rated
'Good' with
'Outstanding'
features



Our Trust: Our Family



Our family of academies work collaboratively to create a trust Where Hearts & Minds Connect with value-driven partners to ensure education impacts positively on students, staff and communities we serve.



Newsome Academy



- ✓ Your child's School is their second home.
- ✓ Inclusivity is everything in our home.
- ✓ Our school looks like a home.
- ✓ Our school feels like a home.
- ✓ Our staff offer a home.

Welcome home.

We connect hearts and minds
because we care...



- **Contract Term:** Permanent
- **Salary – HoY:** Scale 6, SCP 18-22 (£31,537 - £33,699 FTE)
Actual Salary £28,262 - £30,199
- **Salary – AHoY:** Scale 5, SCP 12-17 (£28,598 - £31,022 FTE)
Actual Salary £25,628 - £27,800
- **Contract Type:** Full Time, 37 Hours Per Week, Term Time Plus 10 Days
- **Start Date:** ASAP
- **Closing Date:** Friday 27 February 2026 at 9am
- **Interviews:** Wednesday 4 March 2026

2 POSITIONS
AVAILABLE!



Newsome Academy

ABOUT THE ROLE/S

There are 2 roles available due to our success and significant growth. Candidates should be clear on the role they are applying for when completing their application pack.

Head of Year (HoY)

- Candidates will be required to discuss their current pastoral experience and outline how they would use this to be a successful Head of year. Applicants should make links to areas specific to the role as well as how they will build on current success in the team. Showcasing how their vision and knowledge will contribute to sustained improvement and excellence across the department.

Assistant Head of Year (AHoY)

- Candidates will be required to discuss their current pastoral experience and outline how this would help assist the Head of Year role. Applicants should show how their current development will contribute to the Pastoral team as a whole as well as specifically supporting the Head of Year.

Wider Information

- We are looking for 2 pastoral specialists who want to make the next move to a prestigious role in a progressive Academy and Multi-Academy Trust that is constantly growing and gives opportunity to those that have drive and absolute care. You must be a forward thinking, dynamic, and a resilient person who, working in collaboration with the wonderful Leadership and Pastoral Team, will provide high quality provision to help take the Academy progress to the next level.
- You will be a natural inspirer, with the ability to work collaboratively with colleagues. It is crucial that you have a great understanding of pastoral care and how to achieve success within these parameters.

Department Information – Pastoral Team

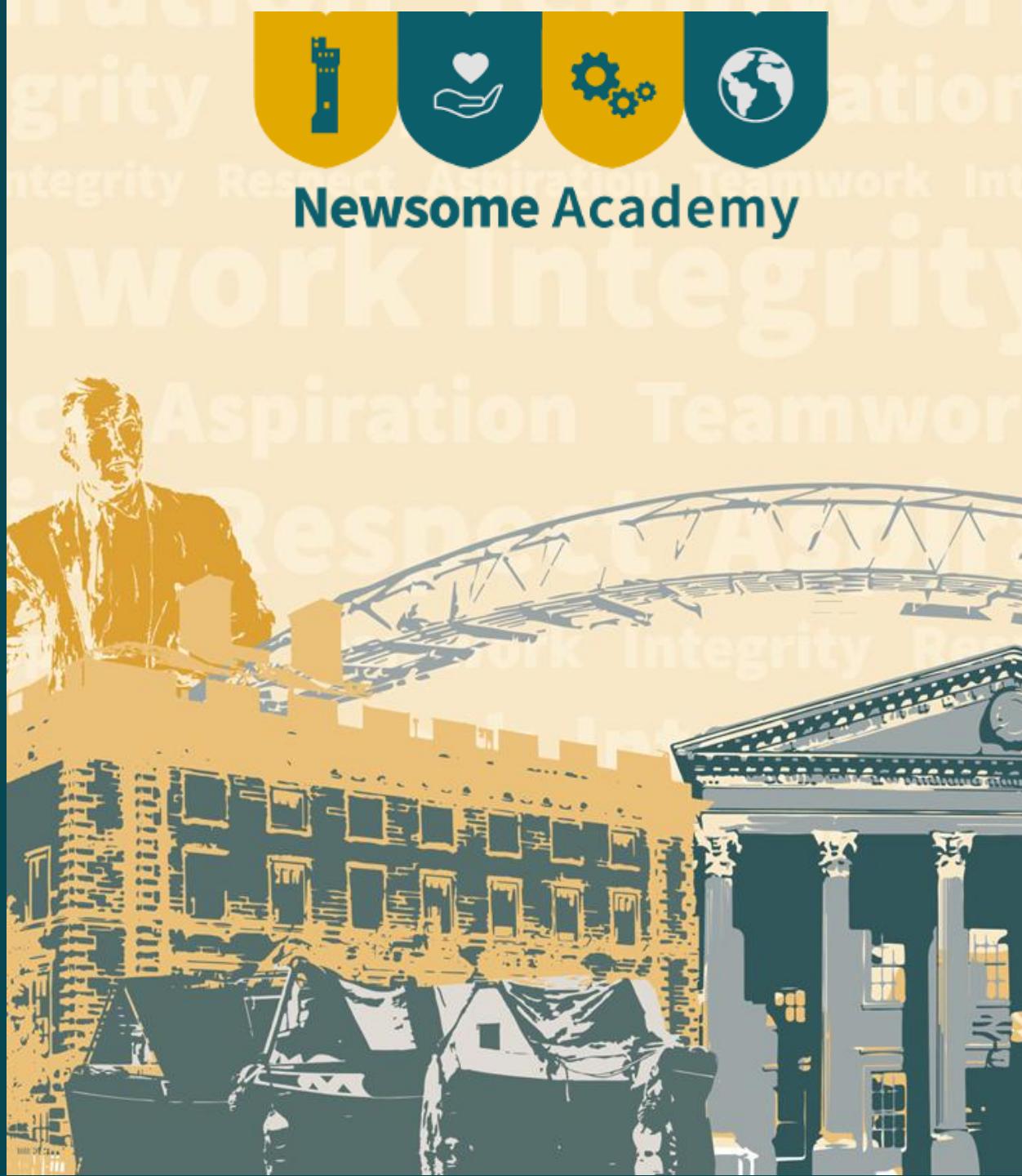
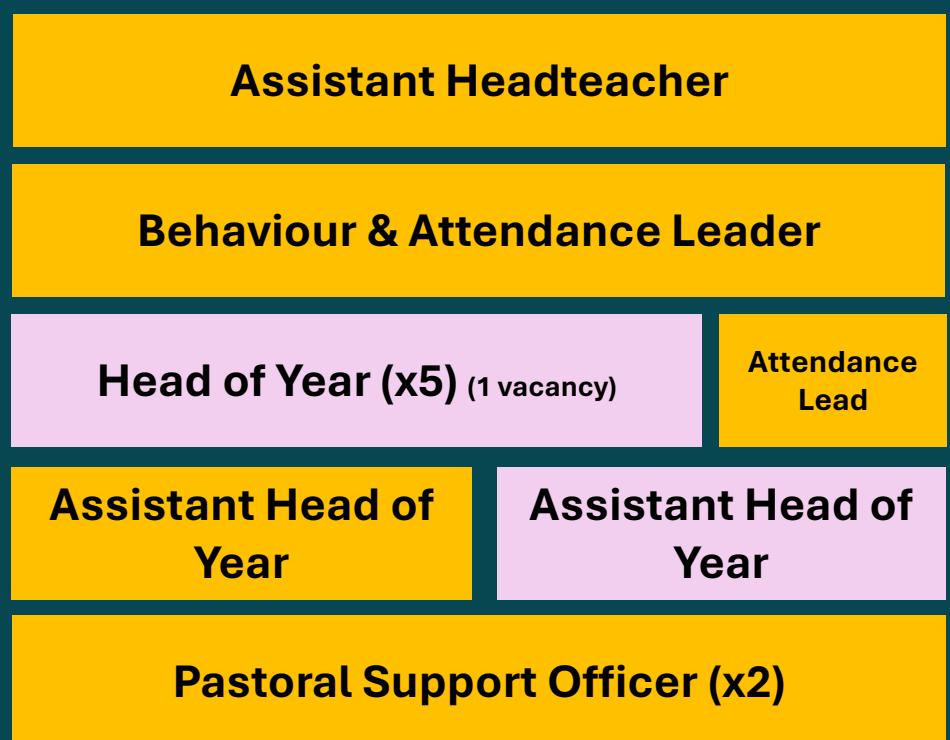
- This is an exciting stage for the department as we have made many changes across the school over recent years. The department consists of a 'family' of wonderful professionals who have an internal reputation of being 'loving, caring, and supportive'.
- You will have the advantage of being part of the awesome support and caring network that this generates – the word 'family' resonates through our Academy and Department.

Support and further Career Opportunities

- We invest in and support our staff and over recent years have welcomed colleagues onto other whole school responsibilities as part of their development.
- We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over recent years.
- Being part of a Trust also offers networking and career prospects for candidates wanting to progress in the future as we continue to grow and develop together.
- Our Trust is very much the heartbeat and offers an abundance of support and opportunity. This is echoed by our wonderful Governors and indeed community in which we serve.



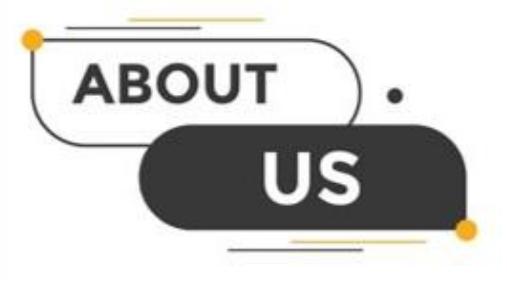
DEPARTMENT STRUCTURE





Newsome Academy

Everyone Exceptional Everyday



Newsome Academy is a successful, oversubscribed secondary school, set in fabulous countryside in south Huddersfield. We have just over 800 students and over 60 awesome teaching and support staff. We are very unique in the fact that we also have two specialist provisions - Hearing Impaired and Physically Impaired. These provisions allow students to be in mainstream lessons whilst getting the specialist support, they need. **The Headteacher and the Senior Team are always present around school**, whether this be on duty during social times or dropping into lessons to check on the school climate. **We promote leadership** and this is evidenced through our amazing students and wider staff teams. The school has seen a significant and exciting change and we have celebrated **record-breaking results for the past few years**. We are also the only school in Kirklees that are celebrating a student securing a Scholarship at Eton College in 2022.

Newsome is one of 10 Academies that for Impact Education Multi-Academy Trust. There are 4 Secondaries, 1 Alternative Provision, 4 primaries and 1 Infant and Nursery. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be a **Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff**. Impact Academies are aligned to the Trust Mission, Vision and Aims.

Our Academies have individual identities which reflect the diverse communities they serve. **They have the autonomy to create, explore and learn from different practices** and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



Officially rated
'Good' with
'Outstanding'
features

Ofsted
Good
Provider

- **To be a pupil at this school is to be part of a caring, closeknit family.** Staff and pupils form strong relationships that underpin the school's work. Pupils are safe. They are nurtured to achieve their full potential. In the words of one pupil, echoing the sentiments of many, 'We belong here.'
- **Pupils respond admirably to the high expectations that staff have of them. They are happy, enjoy learning and achieve well.** Teachers support pupils very well. Pupils learn a curriculum which is constructed and designed to give them the best start in life.
- **Pupils' conduct at the school is exemplary and an excellent model of inclusion.** Pupils are unfailingly polite and exhibit the school's values of respect, integrity, teamwork and aspiration. Pupils are attentive in lessons and enjoy learning.
- **The school prioritises reading. Pupils are provided with many opportunities to read.** They are encouraged to read aloud in class, practise new vocabulary and develop their oracy skills. Pupils receive weekly literacy seminar sessions in which they read and discuss a text together.
- **Transformative changes to the school have been made by skilled and determined leaders.** They have a sharp understanding of the school's many strengths and remaining areas for development. Governors and trustees provide support and hold school leaders to account effectively.



YOU WILL BE
JOINING A FANTASTIC
FAMILY!

Officially rated
'Good' with
'Outstanding'
features



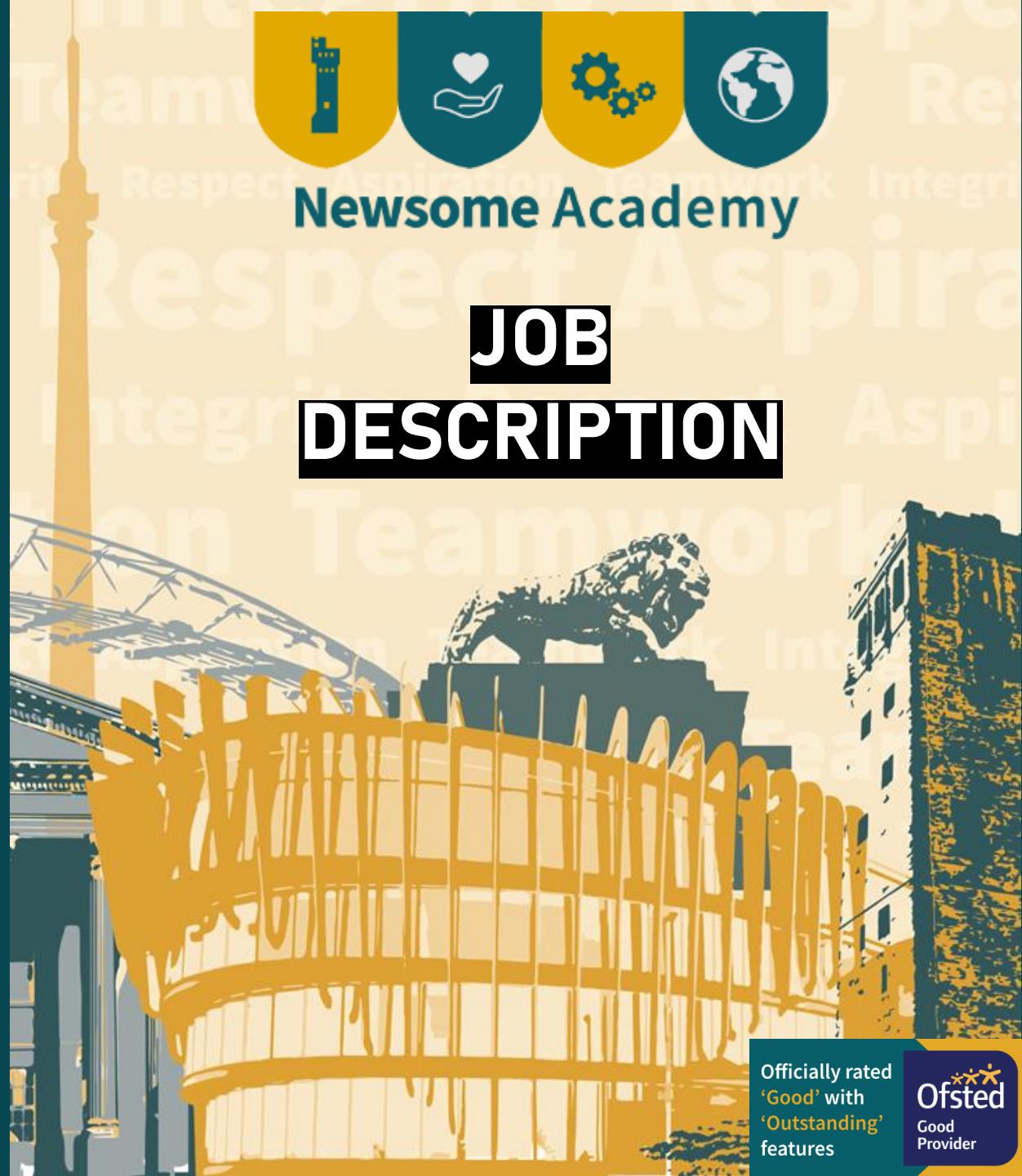
Ofsted
Good
Provider

The primary purpose of this role is to ensure that the highest standard of pastoral care is shown in all areas within their remit and responsibility. The HoY/AHoY must show pastoral care is of the highest quality for all students so that they are able to achieve to the best of their ability.

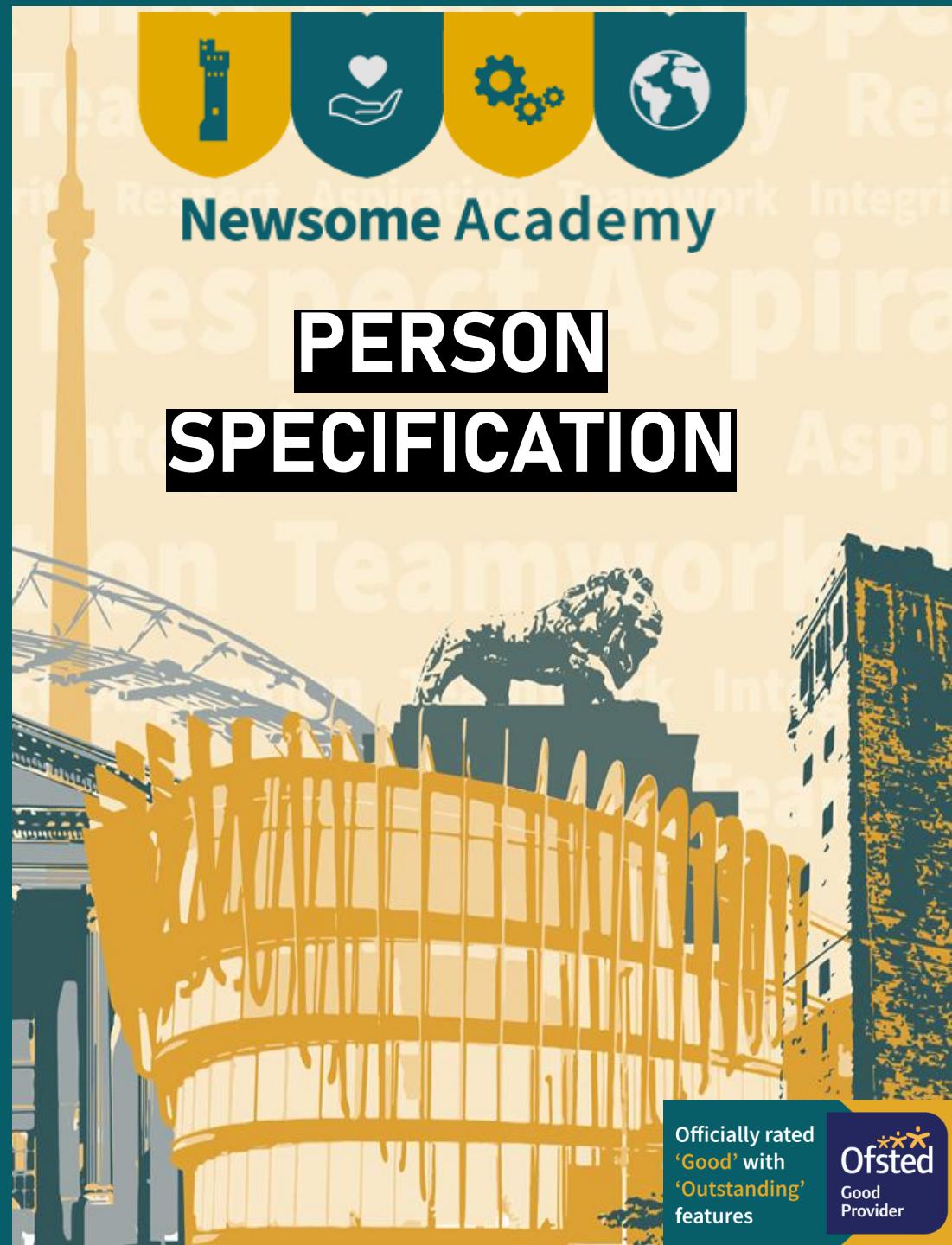
- ✓ The initial focus of this role is to develop and support the pastoral care of all students in-line with our exceptional expectations in our journey to outstanding. Further responsibilities will then be decided upon.

To ensure pastoral care supports and inspires students to become effective lifelong learners by:

- ✓ Ensuring high standards of attendance and behaviour for all students within and beyond the academy
- ✓ Monitor and support the overall progress and the development of pupils which provides all pupils with the opportunity to achieve their individual potential.
- ✓ To raise standards of pupil behaviour and attendance and supporting a team approach to ensure this occurs for all students.
- ✓ Monitoring the quality of learning including seating plans, attendance, supporting teaching staff and monitoring timetables
- ✓ Being an advocate and enthusiastic member of the school.
- ✓ To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- ✓ To care in every aspect of our positive Academy life pastorally.



Essential Criteria	Desirable Criteria	Evidence
Qualifications: Demonstrable knowledge and understanding of how to support a range of pupils in a school setting. Proven experience of working within a team to deliver quality outcomes. Evidence of continuous professional development.	Further professional qualifications. Appropriate in-service training / CPD according to experience.	Application form
Working Experience: Experience of working with young people. Proven experience of working within a team to deliver quality outcomes.	Involvement in pastoral initiatives and extra-curricular developments.	Application Form Interview
Skills & Knowledge: Independently motivated and the ability to inspire others to do the same. Ability to work in multi-disciplinary settings. IT competence, including Microsoft Office platform. Very well organised, able to prioritise and plan own work; take responsibility in decision making, and work to meet strict deadlines.	Knowledge and understanding of current behaviour and attendance research relevant to the needs of the school Good ICT skills and an awareness of its potential	Application Form Interview
Personal Qualities: Commitment to an ethos of high standards, personal fulfilment and academic success. Ability to relate to the whole community. Energy, stamina and determination. A record of good health and attendance. A solution focussed attitude to overcoming obstacles and the ability to support others to apply the same principles.	Self-confidence, personal impact and presence. Eager to acquire further skills and career enhancement.	Application Form Interview
Management Skills: An ability to establish positive and sensitive interpersonal relationship across the school community. An ability to plan time effectively and meet deadlines. An ability to be a team player.	An awareness of whole school issues. An understanding of accountability. Experience of Self Evaluation.	Application Form Interview





WE LOOK FORWARD TO YOUR APPLICATION TO JOIN OUR FAMILY...

Please apply via the following link

<https://mynewterm.com/jobs/147888/EDV-2026-NA-50224>



CHECK OUR 'X' ACCOUNT TO SEE OUR FAMILY IN ACTION – WE PROUDLY POST DAILY.



GET IN TOUCH FOR A HEADTEACHER VISIT & AN INFORMAL CHAT ABOUT THIS EXCITING OPPORTUNITY:

- ECARTER@NEWSOMEACADEMY.CO.UK