



Headteacher – West End Academy



Job Title	Headteacher
Salary & Grade	L12-L18
Contract	Full time, permanent
Reporting to	CEO
Start Date	September 2026

Thank you for your interest in the role of Headteacher at West End Academy.

This is a rare opportunity to lead a school that is already strong, and to take it forward at a point of real momentum. Following twelve years of dedicated leadership, the current headteacher leaves a secure and well-established foundation on which the next leader can build with confidence.

West End Academy is part of Waterton Academy Trust, a group of primary, special and early years settings across Wakefield and Barnsley. The trust is rooted in collaboration, shared responsibility and a belief that success is a shared experience. Leaders work closely together, drawing on collective expertise while maintaining strong school identity and autonomy.

Inspection evidence shows a school that is thriving. Pupils receive an exceptional education, achieve highly and respond well to the school's high expectations. The curriculum is broad, carefully sequenced and well taught, with strong subject knowledge across staff. Reading is prioritised, behaviour is strong, and pupils are safe, happy and proud of their school.

Outcomes reflect this strength. Over time, attainment at the expected standard in reading, writing and maths is consistently above national averages. Writing is a particular strength, and pupils achieve well across subjects. The school serves a community with high levels of deprivation, yet maintains strong outcomes and high expectations for all pupils.

The successful candidate will lead a committed staff team and work closely with trust leaders and peers across Waterton. The role focuses on sustaining high standards, strengthening leadership at all levels and ensuring consistency of practice across the school. There is strong trust support in areas such as curriculum, inclusion, safeguarding and professional development.

The right candidate will be clear, grounded and values-led, able to work with others, develop people and keep the focus on improving outcomes for all pupils.

If you are ready to lead a school with strong foundations, clear moral purpose and the backing of a collaborative trust, we look forward to receiving your application.

Warm Regards,



Dave Dickinson OBE
CEO

About Us

Waterton Academy Trust is a thriving and values-led partnership of schools committed to giving every child the best possible start in life.

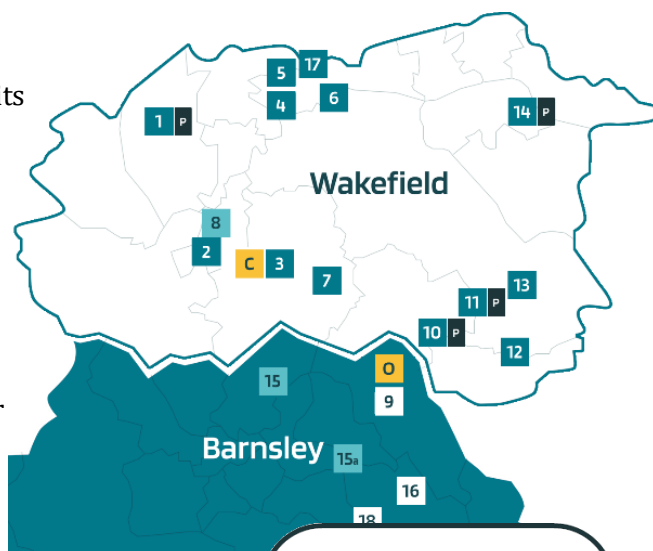
Established in 2014 with Walton Primary Academy as its founding member, the Trust has grown steadily and strategically, guided by a strong moral purpose and a deep understanding of the communities we serve. We believe that **success is a shared experience** — every learner, every member of staff, and every school should flourish, together.

We currently support over 4,600 pupils across our schools, with more than 700 staff and an annual turnover approaching £38 million. Our growth has not been about size alone - it reflects the strength of our educational offer, the diversity of our provision, and the depth of our partnerships.

We work across two key regions - Wakefield and Barnsley - and are proud to be seen as a trusted and collaborative presence within the wider education system. All our schools are primary-phase, and collaboration sits at the heart of how we work.

In response to local need, our first independent special academy—Newstead Academy opened in Barnsley in 2023 and has already grown to include a satellite site based at Hunningley. Building on this success, we have opened a new specialist setting - Hammer Lane Academy - in Wakefield in September 2025. These developments are a testament to our commitment to inclusive education and our ability to work alongside local partners to meet the needs of all learners.

We also know that a great start in education begins early. That's why we've expanded our offer to include four pre-school settings, with plans for further growth.



Our Locations

Waterton Offices

- C - Centre for Excellence
- O - Operations Office

Waterton Schools

- 1 - Wrenthorpe Academy
- 1p - Wrenthorpe Pre-School
- 2 - Sharlston Community School
- 3 - Walton Primary Academy
- 4 - Normanton Junior Academy
- 5 - Lee Brigg Infant and Nursery School
- 6 - Normanton Common Primary Academy
- 7 - Crofton Infant's School
- 8 - Hammer Lane Academy
- 9 - Churchfield Primary School
- 10 - King's Meadow Academy
- 10p - The Meadow Pre-School
- 11 - West End Academy
- 11p - The Woodland Pre-School
- 12 - South Kirkby Academy
- 13 - Ackworth Mill Dam School
- 14 - Cherry Tree Academy
- 14p - Cherry Blossom Pre-School
- 15 - Newstead Academy
- 15a - Hunningley Academy
- 16 - Kings Oak Primary
- 17 - Alltofts Junior Academy
- 18 - Jump Primary Academy



Our Vision and Values

The Trust is proud of its shared vision and values, which are embedded across all aspects of our work.

This vision—centred on collaboration, aspiration, enjoyment, and equity—guides our actions and unites our schools in a common purpose. We aim to create a culture where success is a shared experience, every child enjoys a rich and relevant curriculum, and all pupils are supported to achieve their full potential, regardless of background.

Candidates interested in joining the Trust are encouraged to explore our vision and values to ensure they align with their own ethos and long-term aspirations.



About The School

West End Academy is a welcoming, inclusive primary school at the heart of Hemsworth. As a one-form entry school with a pre-school on site, it serves a close-knit community with a strong sense of identity and belonging. The school supports pupils from a context of high deprivation, with a clear commitment to ensuring that every child is known, valued and able to succeed.



The school provides a high-quality education. Pupils achieve well across subjects and outcomes are consistently above national averages over time. Writing is a particular strength, and attainment in reading, writing and maths combined remains strong. These outcomes reflect a curriculum that is broad, well planned and carefully sequenced, alongside strong teaching and a clear focus on the knowledge pupils need to succeed.



Inspection evidence highlights a school with high ambition for all pupils. Expectations of behaviour are clear and consistently applied. Pupils are proud of their work, feel safe and enjoy coming to school. Reading is prioritised from the earliest stages, and staff support pupils to become fluent and confident readers. Pupils with SEND are well supported and access the full curriculum alongside their peers.

The curriculum is rich and thoughtfully designed, with meaningful links across subjects that deepen understanding. Pupils develop as confident learners and as thoughtful, informed citizens. They understand their role in the wider world and show respect for others, underpinned by a strong emphasis on values and inclusion.

Community sits at the centre of the school. Relationships with families are strong, and the school works closely with them to support attendance, wellbeing and achievement. A wide range of enrichment opportunities, including clubs, trips and leadership roles, extends learning beyond the classroom and helps pupils to develop confidence and responsibility.

With strong foundations in place, West End Academy is well positioned for its next phase. There is a clear focus on sustaining high standards, strengthening leadership and continuing to improve outcomes for all pupils, supported by close partnership with Waterton Academy Trust.



Our Pupils

Waterton Academy Trust serves communities with some of the highest levels of deprivation in the region, and in the country. In response, we place children's well-being, voice, and enrichment at the very heart of our work. We believe that every pupil, regardless of background, should feel the full benefit of belonging to a trust that puts their experience of school first.

Pupil voice is not just encouraged - it's embedded in our decision-making. Our elected Children's Parliament meets regularly with the CEO and Headteachers, sharing their views and shaping priorities for improvement. Their efforts were recognised nationally, receiving a letter of commendation from former Prime Minister Theresa May.

Beyond the classroom, we create rich and joyful experiences that promote creativity, confidence, and healthy living. Our roaming art gallery, Waterton's Got Talent, and Waterton Young Chef of the Year celebrate the diverse talents of our pupils, while our annual MATlympics and extensive sports offer promote inclusion, teamwork, and well-being.

These experiences are not just events; they are integral to our mission—ensuring that every child in a Waterton school is heard, celebrated, and empowered to thrive.

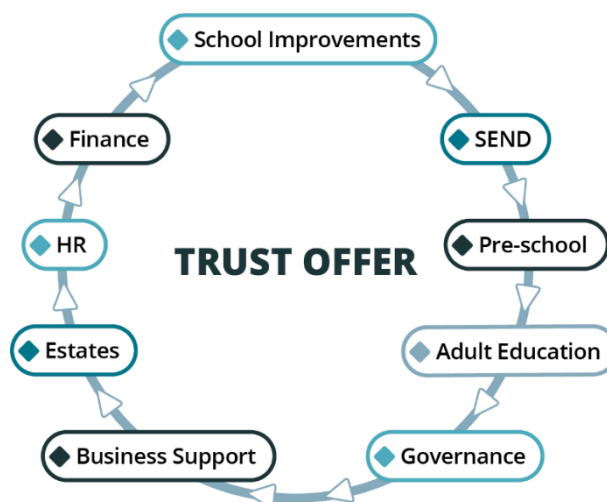


Trust Offer

At Waterton Academy Trust, we are proud to provide a consistent, high-quality offer that enables every school - regardless of size, Ofsted rating, or context - to thrive. Our Trust Offer ensures that all academies benefit from the same comprehensive package of educational and operational support, tailored to meet individual school needs while remaining accessible to all.

This offer is underpinned by our belief that school leaders should be able to focus their time and energy on what matters most: delivering excellent teaching and learning. By reducing operational burdens and providing high-quality, evidence-informed school improvement support, we create the conditions in which pupils and staff can flourish.

Our investment in a strong and expert central team means that every school can draw upon specialist support in areas such as safeguarding, governance, curriculum, finance, HR, IT, estates, marketing, and data protection. This support is complemented by access to legal advice and professional development, including high-impact CPD, leadership development, and coaching.



The Trust Offer is more than a service package - it's a reflection of our values. It supports excellence, equity, and collaboration across all Waterton schools, enabling leaders to deliver the very best for their pupils, every day.

To read about impact in 2025, please read our annual report to stakeholders on the Trust website.

<https://www.watertonacademytrust.org/academies/trust-performance/>

Job Description

Title	Headteacher
Responsible for	Carrying out the professional responsibilities of a Headteacher and upholding the National Standards of Excellence for Headteachers. To provide professional leadership with integrity, energy and enthusiasm which will lead the school to outstanding status. Our ambition is that every child reaches their full potential; this will be achieved through the highest level of teaching and leadership.
Accountable to	Academy Standards Committee, Chief Executive Officer (CEO) & Board of Trustees

Purpose of the Post

Headteachers occupy an influential position in society and shape the teaching profession. They are lead professionals and significant role models within the communities they serve. The values and ambitions of Headteachers determine the achievements of schools. They are accountable for the education of current and future generations of children. Their leadership has a decisive impact on the quality of teaching and pupils' achievements in the nation's classrooms. Headteachers lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff. They secure a climate for the exemplary behaviour of pupils. They set standards and expectations for high academic standards within and beyond their own schools, recognising differences and respecting cultural diversity within contemporary Britain. Headteachers, together with those responsible for governance, are guardians of the nation's schools.

Leading Teaching and Learning

- Responsibility for maintaining and developing the quality of teaching and learning within a successful learning culture.
- The skills and vision to support continuous school development
- Demonstrate personal enthusiasm for and commitment to the learning process, including the principles and practice of effective teaching and learning
- The ability to access, analyse and interpret information
- Adopt a bold and challenging approach to local and national changes in education and develop relevant strategies for performance improvement

Developing Self and Working with Others

- To develop effective relationships and communication which underpin a professional learning community that enables everyone in the school to achieve.
- Demonstrate good interpersonal skills
- Foster an open, fair, equitable culture and manage conflict
- Develop, empower and sustain individuals and teams within the school
- Collaborate and work with others within and beyond the school
- Give and receive effective feedback and act to improve personal performance
- Accept support from others including colleagues, governors and the Trust

- Show commitment to working as part of the Trust

Managing the Organisation

- Provide effective organisation and management of the school, including sound financial management and seek ways of improving organisational structures and functions based on rigorous self-evaluation
- Ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment. This includes adhering to safe employment procedures which place the safety of children and young people at the heart of all practices

To build a successful organisation through effective collaboration with others

- Establish and sustain appropriate structures and systems
- Manage the school efficiently and effectively on a day-to-day basis
- Delegate, management tasks and monitor their implementation
- The ability to prioritise, plan and organise themselves and others
- Make professional, managerial and organisational evidence-based decisions to make informed judgements
- Think creatively to anticipate and solve problems

Securing Accountability

- The Headteacher will be accountable for the overall performance and strategic direction of the school, working closely with the Trust and Academy Standards Committee. This includes leading rigorous self-evaluation, using data intelligently to inform decision-making, and ensuring strong financial and organisational management. The successful candidate will maintain a relentless focus on safeguarding, ensuring that a culture of vigilance and care underpins all aspects of the school's work.
- The Headteacher is legally and contractually accountable to the Trust for the school, its environment and all its work. The Headteacher also must fulfil the wider accountabilities in relation to pupils, parents, carers, and the Academy Standards Committee, and other relevant groups.
- Demonstrate political insight and anticipate trends
- Engage in the systematic and rigorous self-evaluation of the work of the school and work closely with the Academy Standards Committee to ensure that effective school self-evaluation informs school improvement priorities.
- Collect and use a rich set of data to understand the strengths and weaknesses of the school
- Combine the outcomes of regular school self-review with external evaluations in order to develop the school

Strengthening Community

- The Headteacher will engage with the internal and external school community to secure equity and entitlement. This includes collaborating with other schools and with parents, carers and other agencies for the well-being of all children and developing extended services to meet the needs of the community.

- Recognise and take account of the richness and diversity of the school's communities
- Engage in a dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities
- Listen to, reflect and act on community feedback
- Build and maintain effective relationships with parents/carers, partners and the community to enhance the education of all pupils.

Safeguarding and Promoting the Welfare of Children

- To have substantial knowledge and effective experience of addressing all safeguarding issues and ensure that safeguarding is embodied within the school culture.
- Have knowledge and understanding of statutory requirements to keep all our children and adults that are part of our community safe.
- Identify key features of staff recruitment and comply with safer recruitment procedures.
- Develop and introduce policies and practices that minimise opportunities for abuse or ensure its prompt reporting.
- Employment Duties: To be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document and the Headteachers Standards 2020.

Personal Specification

AF: Application Form

I: Interview

CQ: Certificates/Qualifications

R: Reference

OT: Occupational Task

P: Presentation

Qualifications	Essential	Desirable	How Identified
Qualified Teacher Status	X		AF/CQ
Evidence of continuing and relevant professional development in school leadership and management	X		AF/CQ
National Professional Qualification for Headteachers (NPQH)		X	AF/CQ
Skills and experience			
Successful experience as a Senior Leader or Headteacher in a primary school	X		AF/I/R
A highly effective teacher with proven good/outstanding teaching over time in the primary classroom	X		AF/I/R
Have excellent organisational skills which maintain the day to day rhythm of the school whilst maintaining a focus on the long term vision	X		AF/I
Good understanding of national curriculum and its associated assessments	X		AF/I
Experience of leading change effectively	X		AF/I/R
Experience of teaching in more than one school and across the whole Primary range		X	AF/R
Strategic direction and development			
Ability to build, communicate and implement a coherent vision for the school in consultation with stakeholders	X		AF/I
Proven record of inspiring, challenging and motivating others to achieve agreed aims	X		AF/I/R
Ability to sustain excellence in everything we do with a clear sense of what strategies might be effective for pursuing that objective.	X		AF/I
Governance, accountability and compliance			
A clear understanding of the range of mechanisms for working productively with the Governing Body with proven examples and an understanding of its statutory duties including challenge and support	X		AF/I
Proven record of being transparent, approachable and accountable to parents/carers, Governors, relevant external bodies and the local community	X		AF/I/R
Knowledge of legal requirements affecting schools	X		AF/I
Leading, managing, and developing people and the organisation			
Proven ability in leading and motivating teams	X		AF/I/R
Proven ability to lead and inspire staff, Governors, pupils and parents/carers	X		AF/I/R
Effective communication skills, with experience of handling a variety of audiences and media	X		AF/I/R

Proven experience of managing people, data & processes to contribute to school improvement	X		AF/I/R
Experience of staff performance reviews and acting effectively on any associated issues	X		AF/I/R
The ability to work in partnership with other schools and leaders in the Trust		X	AF/I/R
Demonstrate an understanding of school finances and how to successfully make effective use of available resources within a finite budget whilst taking account of competing and challenging budget demands		X	AF/I/R
Leading teaching and learning			
Experience of setting and achieving challenging goals and targets for staff and pupils	X		AF/I/R
Knowledge and understanding and proven experience of how to raise achievements across the school	X		AF/I/R
Proven experience of analysing pupil performance data to identify trends to inform school improvement decisions that improves teaching & learning outcomes	X		AF/I/R
Experience of developing a consistently high standard of teaching through rigorous assessment, monitoring, evaluation and support	X		AF/I/R
Commitment to a curriculum that is creative and relevant to the interests and needs of all pupils	X		AF/I/R
Ability to engage parents and carers to ensure they play their part in their child's learning (both in and out of school)	X		AF/I/R
Promoting the safety and wellbeing of pupils			
Absolute commitment to safeguarding	X		AF/I/R
Ability to ensure an ethos which promotes good behaviour and enables all pupils to aspire and achieve success	X		AF/I
Has undertaken the role of designated or deputy designated safeguarding lead		X	AF/R
Working with the wider community			
Commitment and ability to work in partnership with parents and the wider community	X		AF/I
Experience of working with external agencies to support and enhance the opportunities for pupils in the school	X		AF/I/R
Personal Qualities			
Open, honest, approachable and enthusiastic	X		I/P/R
Enjoys teaching and respects children	X		AF/I
Able to command the respect of all stakeholders	X		AF/I
Willing to accept support from others including colleagues, Governors, and outside agencies	X		AF/I/R
A strong intellect, able to exercise creativity and emotional intelligence in leadership	X		AF/I/R
Ability to communicate positively and appropriately with all stakeholders	X		AF/I
Adaptable to change, able to assess new ideas and embrace them if they improve children's learning	X		AF/I

A creative and imaginative problem solver	X		AF/I/R
Ability to exercise good judgement and take decisive action to deal with unforeseen circumstances	X		AF/I
Values and Commitment			
Evidence of a commitment to inclusion and equal opportunities for all pupils in the school, including British values	X		AF/I/R
An understanding of the Head teacher's position as role model	X		AF/I/R
A determination to achieve the highest personal and educational achievement for every child	X		AF/I/P

Next Steps

For further information, or to visit the school please contact the admin team on admin@watertonacademytrust.org

Or ring: [01924 240767](tel:01924 240767)

School visits

Interested candidates are warmly welcomed and strongly encouraged to visit West End Academy prior to applying.

To Apply

Please submit applications via My New Term.

Selection Timeline

Closing Date: 8am on Monday 18th May 2026

Shortlisting: Monday 18th May 2026

Interviews: Friday 22nd May 2026

Start Date: September 2026

Waterton Academy Trust is wholly committed to ensuring children and young people are fully supported and safe. We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this responsibility. An enhanced DBS check is required for the successful candidate, this process is completed by an online third party company. The position is also subject to two satisfactory references. Shortlisted candidates will be asked to provide details of any unspent convictions and those that would not be filtered, prior to the date of interview. We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request. Waterton Academy Trust is wholly committed in ensuring that all employees, future employees and applicants are treated equally regardless of age, disability, gender reassignment, marriage and civil partnership, maternity, race, religion and belief, sex and sexual orientation.

It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.