

WE ARE RECRUITING

Head of School

Penny Field School

Penny Field School is a special school for children and young people aged 2-19 with severe and complex needs.

- Join our dedicated team.
- Lead our next phase of development.
- Make a difference to the lives of children.
- Be inspired everyday!

Scale: L14-18

Start: ASAP



**PENNY FIELD
SCHOOL**



PENNY FIELD
SCHOOL

Head of School Recruitment Pack

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The Role

Head of School Scale: L14-18

Penny Field School is a special school for children and young people aged 2-19 with severe and complex needs. It is a unique setting with incredible young people who deserve the absolute best in care and education that we can provide. We strive to deliver the best curriculum, with the most appropriate resources and equipment in order to support the young people's journey into adulthood.

We are seeking an inspiring and collaborative leader to join our Senior Management Team as Head of School. Working hand in hand with the Executive Principal, you will play a pivotal role in shaping our strategic vision, driving curriculum excellence and fostering a positive, safe and high achieving culture across the academy.

As Head of School, you will manage the day-to-day leadership, organisation and efficiency of our setting. Your core focus will be translating national and local visions into strategic plans that directly improve pupil progress, enhance staff development and embed robust safeguarding practices.

Who we are looking for:

- An experienced leader, innovator and practitioner with the ability to sustain expert teaching that meets the diverse and complex and special educational needs of our pupils.
- Passionate about a broad, balanced and engaging curriculum, ensuring all children access a structured and personalised entitlement that prepares them for life beyond school.
- Able to lead the school on a day to day basis with support and guidance from the executive team, fostering a spirit of understanding, cooperation and respect.

We need a leader who is highly motivated, with the resilience and focus to join us on our journey. Only the very best will do, as our children deserve only the best.

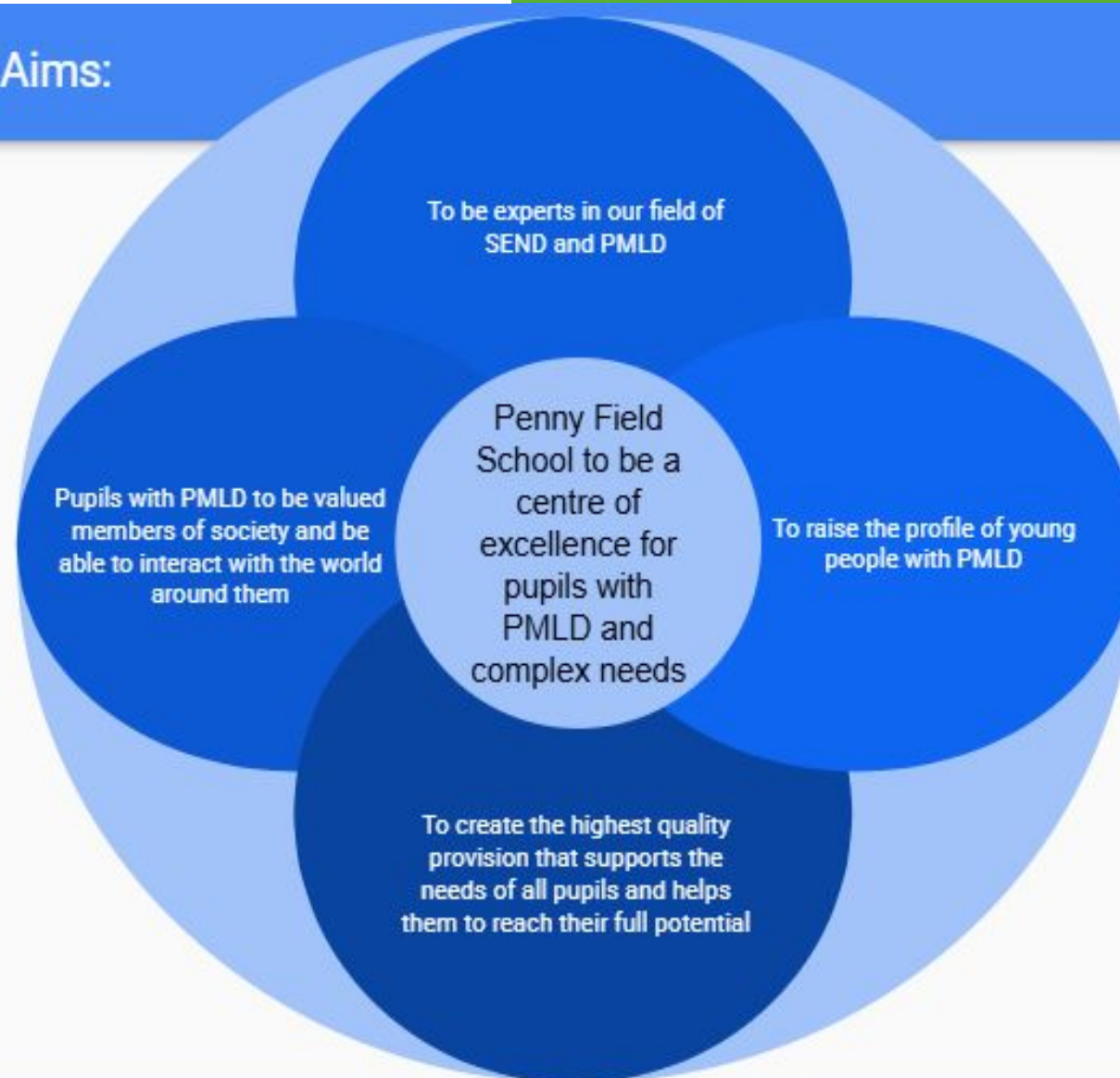


**PENNY FIELD
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PENNY FIELD SCHOOL

Our Vision and Aims:



Chair of Governors Letter to Applicants

Dear Applicant,

Thank you for your interest in the post of Head of School at Penny Field School, 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.

Our new Head of School will be passionate and knowledgeable about the pursuit of teaching and learning in special schools and has 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 development of Penny Field School. Critically this involves building trusts 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.

The Head of School at Penny Field 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

It is an incredibly exciting time to join Penny Field School as we continue our mission to provide a high-quality, inclusive education for children and young people with special educational needs in Leeds and the surrounding areas. As a well-established and cherished part of the Leeds community, we pride ourselves on being a place where every pupil is known, valued, and supported to reach their full potential.

At Penny Field School, our mission is to provide a happy, safe, and stimulating environment where pupils aged 2 to 19 can be happy, safe, build skills and work towards the independence they need for the future. Our vision is centered on removing barriers to learning and ensuring that every child, regardless of their starting point, has the opportunity to shine.

Our school culture is built upon a foundation of care, safety, enjoyment and high expectations. Our intention is to provide a balanced, needs based curriculum that is centred on our pupils with severe and profound needs.

Our three year Long Term Plan allows us to repeat and revisit skills and learning, so pupils have the opportunity to build on prior knowledge. Over time, this will enable the children and young people at Penny Field to develop the skills and knowledge they need to develop and maximise their independence and lead a successful and joyful life.

All our pupils will have high quality learning experiences that are bespoke to their individual needs. By the time our children leave school, they will have the skills, knowledge and understanding to be as independent as possible and to feel part of the wider community.

As we look toward the 2026/27 academic year, we are seeking a leader who is not only committed to our values but is also eager to drive our school forward with innovation and heart. To be successful at Penny Field School, you will need a deep understanding of complex needs, a passion for specialist pedagogy, and the vision to sustain an expert teaching environment.

We are looking for a leader who wants to be at the heart of our school community, fostering strong relationships and ensuring that our pupils receive nothing but the best.

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

Yours sincerely,

Scott Jacques

Executive Principal

Wellspring is a community of 33 thriving Special, Alternative, Primary and Secondary Academies across Yorkshire and Lincolnshire.

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/](https://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.



North & West Yorkshire Specialist Partnership

Penny Field School is a proud member of the North and West Yorkshire Special Partnership (NWYSP), a dedicated group of specialist schools within the Wellspring Academy Trust, working collaboratively to provide outstanding education. The partnership is overseen by a single strategic governing body responsible for all schools in the group. These are:

- Springwell Leeds Academy
- Forest Moor School
- Green Meadows Academy,
- Penny Field School
- Forest School
- Springwell Harrogate

This group will grow in size by one when South View Academy, a new build special school in Selby opens to pupils in 2027.

The NWYSP Governing Body sets the overall vision and strategy, ensures robust financial oversight, and holds the Executive Principals and school leaders to account for educational performance and pupil outcomes. This unified governance structure ensures that we maintain the highest standards of provision, comply fully with Department for Education (DfE) regulations and the SEND Code of Practice, and effectively share expertise and resources to meet the complex needs of all children across our partnership.



Springwell
Harrogate



Springwell
Leeds



Green
Meadows
Academy



PENNY FIELD
SCHOOL



The Forest School
Every Child, Every Chance

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 Scott Jacques, Executive Principal. You can arrange this with Lauren Harper - PA to the Executive Principal - l.harper@springwellacademyleeds.org

We strongly recommend a visit to our 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 Friday 25 September 2026

