



WORKINGTON
ACADEMY

VACANCY



HEADTEACHER



CONTENTS

Welcome	2
About our school	3
The role	5
What others say	7
About CET	8
Benefits	9
Application process	10

[APPLY NOW](#)



Welcome

Welcome to Cumbria Education Trust (CET).

The Trust is responsible for the education of more than 6,000 young people across twelve primary schools, five secondary schools (including Workington Academy) and our West Coast Sixth Form (a collaboration between The Whitehaven Academy and Workington Academy). While we have grown quickly, the vision for our young people remains the same; to enable every one to reach their potential by providing an innovative and inspiring learning experience.

We believe in raising the aspirations of our children and helping them aim higher. We offer a broad and balanced curriculum that is enriched by many wonderful and exciting opportunities. ‘Be the best you can be’ is a motto shared throughout our schools, as are the key characteristics of Respect, Responsibility and Resilience.

I firmly believe that schools are stronger when they work together and sharing best practice across our primaries and secondaries is part of everyday life. It is also a priority to support teachers with excellent professional development opportunities, which in turn benefits all our children.

Our schools are a vital cog in their local communities and we are fortunate to count on strong support from families and stakeholders in each area.

Lorraine Hughes,
Chief Executive, CET



About Workington Academy



The school

Large secondary school



Location

Workington



Joined CET

September 2015



Ofsted rating

Good (2022)



Students on roll

1269

An exceptional opportunity has arisen to lead one of West Cumbria's most successful secondary schools, following the planned retirement of our current Headteacher. Workington Academy, a thriving and oversubscribed 11-18 school, is seeking an inspirational leader to build upon our significant achievements and shape our future success.

Our journey of transformation has been remarkable. Since opening, we have grown from 800 to over 1,300 students, becoming the school of choice in our community. Our recent Ofsted inspection (2022) celebrated our achievements, confirming 'Good' judgements across all areas and highlighting the strong relationships between staff and students, our ambitious leadership, and the extensive opportunities we provide for personal development.

At the heart of our success lies a commitment to excellence and our core values of **Respect, Resilience and Responsibility**. As quoted by the Ofsted inspectors, our students are "immensely proud of their school" and "eager to share with visitors all that the school has to offer."

Academic standards continue to rise, with strong and improving GCSE and A-Level outcomes, while our Sixth Form provision goes from strength to strength.





WEST COAST
SIXTH FORM

West Coast Sixth Form

West Coast Sixth Form is an innovative partnership between The Whitehaven Academy and Workington Academy, offering a diverse range of vocational subjects taught across both campuses. This collaboration expands post-GCSE study options for young people throughout West Cumbria, providing greater choice and flexibility in their education.

Both academies are rated 'Good' by Ofsted and are home to experienced, dedicated staff who deliver high-quality teaching and pastoral support. Students thrive in a welcoming and supportive community, ensuring they receive the guidance they need to succeed.

The new qualifications available include Extended Certificates, National Diplomas, and Extended Diplomas—equivalent to one, two, and three A Levels, respectively—offering students valuable pathways to higher education and future careers.

You can find out more at www.westcoastsixthform.org.



The Role - Headteacher

Who we are looking for

As part of Cumbria Education Trust (CET), you will join a dynamic leadership team who are committed to the trust's vision of **Be The Best You Can Be**.

This collaborative approach enables the sharing of best practice across our family of schools, while maintaining each school's unique identity and connection to its community.

You will be an experienced and successful school leader with a proven track record of delivering educational excellence. You will bring strategic vision, strong interpersonal skills and the ability to inspire both staff and students.

You will understand the vital role of education in transforming lives and share our commitment to comprehensive education and inclusive values.



The perks of the role

You will inherit a dedicated staff team, supportive parent community, and modern facilities. More importantly, you will find a school community united in its ambition to provide the very best opportunities for our young people.

This is a rare opportunity to lead a school on an impressive trajectory, building on strong foundations while shaping its future direction. As part of CET, you will benefit from exceptional professional development opportunities, strong collaborative networks, and comprehensive trust-wide support services that enable you to focus on educational leadership.

The details

Salary: L32 to L38

Place of work: Workington Academy

Responsible to: Director of Secondary Improvement

For full details of the role, please refer to the Job Description and Person Specification.

Come and visit the school

Visits to the school are warmly welcomed and encouraged. To arrange a visit or an informal discussion about this unique opportunity, you can contact Des Bird, Director of Secondary Improvement, at dbird@cumbriaeducationtrust.org.



APPLY NOW

Vision and Values

Our Vision

To enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring learning experience.

Our Values

Respect, Responsibility and Resilience

Our Motto

Be the best you can be

What others say about us

"You are part of a wider community and there's lots of opportunities to develop own practise and to help others develop."

"I would quite simply say, what are you waiting for?"

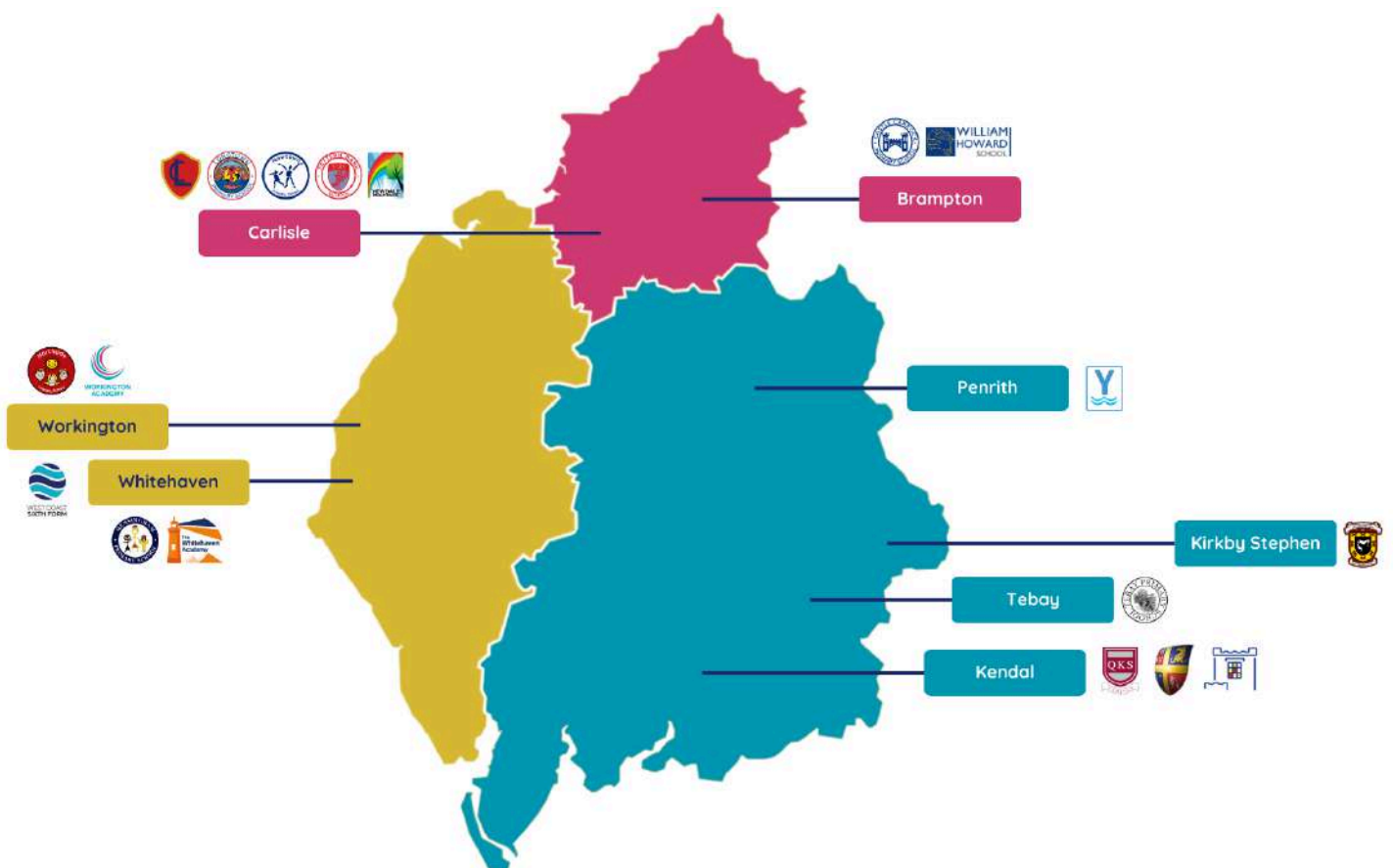
"You are so well supported and everyone always has their door open"

"I have been able to work across two of the Trust's secondary schools, undertaking key roles. The Chief Executive and Heads have been amazing at providing roles that allow me to feel valued and part of the wider organisation."

About CET

We have a number of primary and secondary schools across Cumbria, split into hubs:

- Western hub - includes Whitehaven and Workington
- Northern hub - includes Brampton and Carlisle
- Southern hub - includes Kendal, Kirkby Stephen, Penrith and Tebay



The Headteacher is a senior leadership role within CET and you will be expected to work with the Chief Executive, the Trust Board and the CET Leadership Team to promote and develop CET in achieving its ambitions for the education of all pupils/students and other stakeholders.

You will collaborate with the other schools across the trust and beyond in order to share expertise and bring positive benefits to the whole trust.

You can find out more about the trust at www.cumbriaeducationtrust.org.



Benefits

CET strives to be recognised as an employer of choice. We want to attract high quality staff for our schools and in return offer a ‘people first’ approach, so that staff feel part of a community. We want staff to be confident to both support and challenge one another regardless of position or seniority, feel valued and able to contribute to the development of CET.

We also recognise the need to reward effort and good results as our aim is year-on-year improvement by schools.

There are well developed staff progression routes. We support and develop our staff and give individuals every opportunity to develop and grow with us. There is a commitment to high-quality Continuous Professional Development programmes. These are geared to maximising job satisfaction and significantly increasing expertise, confidence and skills.

Staff can work across our family of schools, enabling our academies to benefit from wider expertise and to offer individuals fresh opportunities. Quality of life outside work significantly shapes the way in which people perform, so the need to achieve a healthy work/life balance is an important aspect of our commitment to staff.

How to apply

1

All of CET's vacancies are managed through **MyNewTerm**. Our adverts appear on a number of platforms, such as CET's website, TES, the Cumberland Council vacancies page and our social media.

2

All adverts will lead you to MyNewTerm. This is where you will complete your application. Registration is free and the online application form is simple, intuitive and verified as KCSIE and GDPR compliant.

3

Once you have registered, you will be able to track the status of your application, save any other vacancies of interest, receive automated reminders and accept or decline interviews, should you be successful.

Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff members are required to complete an enhanced DBS disclosure.

[APPLY NOW](#)





016977 45300
www.cumbriaeducationtrust.org
office@cumbriaeducationtrust.org
Longtown Road, Brampton, Cumbria, CA8 1AR



**WORKINGTON
ACADEMY**

01900 873926
www.workingtonacademy.org
office@workingtonacademy.org
Stainburn Road, Workington, Cumbria, CA14 4EB

