



Headteacher

Candidate Pack



THE KING'S
SCHOOL



Welcome from the CEO

Welcome

Dear candidate,

Thank you for registering your interest in joining Pontefract Academies Trust. I hope the information provided will assist you with the application process for this exciting role as Headteacher of The King's School.

The King's School in Pontefract is a 1,050-place secondary school for 11-16 year olds. The school has a proud heritage, being one of the oldest schools in Yorkshire. We are now seeking an exceptional Headteacher to continue the school's progression.

Pontefract Academies Trust is a cross-phase Multi-Academy Trust of nine schools. Currently, our schools are located within Pontefract and South Kirkby, with students drawn from the local community, including different catchment areas.

Founded in 2013, the Trust has particularly moved forward at pace since 2018. The turnaround in the performance of our schools and the development of a culturally aligned organisation has seen the Trust reputation grow locally and regionally. The Trust is financially solid and sustainable. The Trust is external facing and works with local and national partners, as well as engaging in Department for Education school improvement work with schools in West and South Yorkshire through Department for Education RISE school improvement work.

The Trust has officially announced an exciting development – a proposed merger with Ark Schools from September 2026 which has been approved by the Department for Education. This will see Pontefract Academies Trust becoming the founding base of a northern hub for Ark. The strong alignment, shared ambition, and complementary strengths of the two trusts will bring even stronger support, greater collaboration, and more opportunities for students and staff.

We wish to appoint positive people who want to make a difference. We want to hear from aspiring leaders keen to collaborate with others so that our children and young people maximise their potential and pursue their career of choice. We are looking for a leader with strong people skills who is able to build great teams and a strong culture. If you are a leader with super high standards and who understands what a truly inclusive school looks and feels like, then we want to hear from you. Joining the Trust at this point as it becomes the founding northern hub for Ark Schools, will allow the successful candidate to have access to exceptional development and training opportunities, as well as the opportunity to collaborate with colleagues across the entire network.

A handwritten signature in black ink, appearing to read 'Julian Appleyard'.

**Julian Appleyard OBE,
CEO, Pontefract Academies Trust**



About The King's School

As a proud member of Pontefract Academies Trust, The King's School is renowned for its strong reputation for educational excellence and consistently achieving strong academic results. Established in 1139, The King's School stands as a beacon of education for nearly nine centuries, offering a premier learning experience to the bright minds of Pontefract and beyond. We take great pride in being more than just a secondary school; we are a caring, high-performing community where students evolve into the best version of themselves, proudly carrying the legacy of The King's School.

With a remarkable history spanning over 850 years, our school is deeply rooted in tradition, but it is the people that make The King's School truly exceptional. Our students, with excellent behaviour and as the best ambassadors one could wish for, are a testament to our commitment to nurturing outstanding individuals. Our dedicated team of teachers and support staff, in collaboration with parents, strives to provide a first-class education, ensuring every student receives the opportunities they deserve.

The King's School is more than just a workplace; it is a great place to work. Our staff is the bedrock of our success—everything we achieve is attributed to their hard work and dedication, and we, therefore, ensure they are well looked after.

No matter your role, if you're a part of our school, your contributions will be genuinely valued. Everything we do at The King's School is based on great relationships, and it is important to us that staff are happy in their work. This means a balance of challenge, support, recognition, and plenty of opportunities for development and career progression.

Student Values

Respect

We treat others how we would like to be treated, showing kindness and good manners. We are honest, demonstrate good morals and do the right thing even when no one is watching.

Responsibility

We are responsible for the choices we make and believe that taking responsibility for our actions wins the day. We learn from our mistakes, move forward and improve.

Determination

We believe in ourselves to be the best that we can be and do not give up. At all times we display a 'whatever it takes' attitude; we get on, do it and make it happen.

Excellence

We value our education and aspire to excellence in everything we do. We have high expectations of ourselves, our work and our behaviour, always committed to pushing ourselves to do our absolute best.





About the Trust

Achievement Without Excuses

We have an unwavering focus on achievement. This is paramount so that all of our children and young people enjoy greater life chances.

We take responsibility for ensuring that they succeed. We own our own performance and do not rest on our laurels or seek to blame others.

Excellence As Standard

We set high standards. "Good enough" is simply not. We do not accept second best from our students or ourselves.

The Trust aims to be a highly reliable school improvement organisation that is disciplined in its approach to improving performance. A Trust with clear plans and simple and precisely executed systems that not only develop and sustain excellent performance, but never stifle individual flair.

Stronger As One

We take collective responsibility for each other and the results of all of our children and young people. We enjoy sharing our success as a Trust while recognising the strengths of individuals and each school. To this end, collective accountability is rooted in a "if one fails we all fail" mentality.

As a family of schools we collaborate with each other, challenge each other and share best practice. We do not let competition get in the way of our desire to get the best outcomes for all.

Our Mission

Running top-quality, high-achieving schools that give our children and young people the chance in life they deserve.

Our Vision

Where every child and young person makes outstanding progress.

Our People Matter

We know that our people make a difference to the lives of our 3-16-year-olds. We want to make our schools places where great teachers want to teach, lead and build a career. Investment in the recruitment, development and retention of the best people is a top priority.

We aim to provide professional work environments where our people have the support and tools to do a great job and push our children and young people to scale new heights in a safe and secure environment.

Students Come First

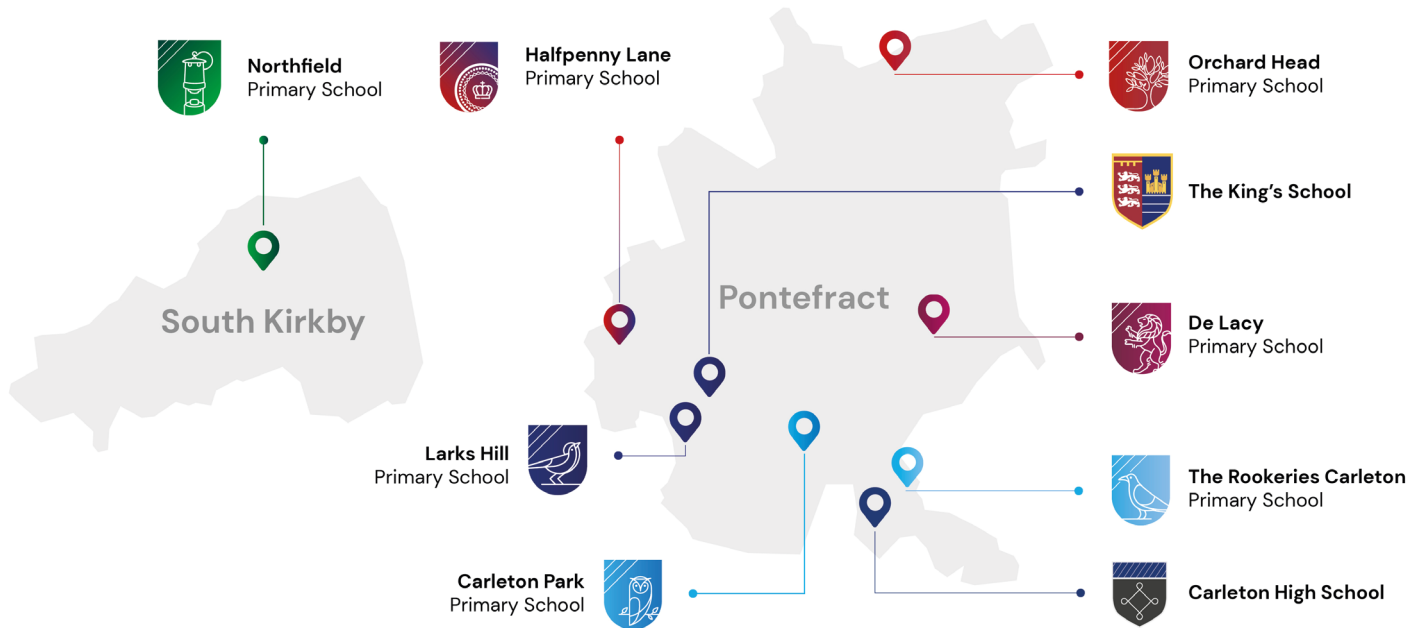
Our schools are run for the benefit of children and young people, not the ease of adults. Their achievement comes first and staff in schools and the central Trust office work to this end.

The Trust aims to keep low priority tasks away from front line teachers and leaders so that they can focus explicitly on our core business of teaching and learning.

Our Schools

The Pontefract Academies Trust family includes a range of schools across Pontefract. We provide education from nursery, through primary and secondary.

Each school is individual and responds to the needs of its local community to provide the best possible opportunity for its young people. However, being part of a Multi Academy Trust means each school can benefit from shared resources and systems that allow collaboration for the benefit of our children and young people.



Trust Merger with **Ark**

We are delighted to share that we will be merging with Ark Schools on 1st September 2026.

This partnership brings together two high-performing trusts to strengthen the support we provide to our children, staff, and communities. It will allow us to retain our Pontefract and South Kirkby family of schools while also benefiting from being part of a larger network. Most importantly, it opens up significant opportunities for collaboration and knowledge-sharing across both trusts.

Ark is recognised as one of the highest achieving education trusts in the country and runs thirty-nine schools across Birmingham, Hastings, London and Portsmouth. Their mission is to ensure that all children have access to a great education and real choices in life, regardless of their background. Ark choose to work where they can make the biggest difference.

For further information about Ark, please visit their [website](#).

Headteacher

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|---------------|--|
| Reporting to: | Executive Headteacher (Secondary) |
| Salary: | We offer a competitive salary alongside a comprehensive benefits package and opportunities for professional development |
| Term: | Permanent – Full time |
| School Base: | The King’s School |

Job Description

The Headteacher is responsible for providing an outstanding education for all students. They will work with the staff to establish outstanding teaching and learning and an excellent, nurturing school culture.

Key Responsibilities

- Leadership of the school and its staff to consistently deliver high quality education to all students.
- Implementation and coordination of the vision, ethos and strategy for the school.
- Leadership of effective external relationships, including the local community and other stakeholders.
- Contribution to the overall direction of the network.

Outcomes and activities

Personal leadership and coaching

- Lead and inspire all the senior leaders to ensure excellent leadership and management throughout the school.
- Oversee recruitment, training, motivation and mentoring of all staff.
- Instil an ethos of high expectations for achievement and behaviour for all students.
- Lead the development of the curriculum and culture.
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body.

Coordination of the overall strategy

- Oversee staffing allocation and strategic staff development.
- Ensure robust operational systems are in place that support the school’s efficient functioning.
- Work with the Finance and Operations team, oversee the finance, facilities, catering, and resources across the school.

Development of the network

- Collaborate with others in the network to develop good practice and share innovation.
- Help shape or lead education initiatives across the network.
- Undertake any other responsibilities as directed by the Executive Headteacher (Secondary).

The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

Person Specification

| No. | Qualification criteria | Essential or Desirable | Assessed by | |
|---------------------------------------|--|------------------------|------------------|-------------------|
| | | | Application Form | Interview or Task |
| 1. | Qualified to degree level and above. | E | ✓ | |
| 2. | Qualified to teach and work in the UK. | E | ✓ | |
| Experience | | | | |
| 3. | Successful experience in a secondary school leadership, as a Deputy Headteacher or Headteacher. | E | ✓ | ✓ |
| Leadership behaviours | | | | |
| Teaching and Learning | | | | |
| 4. | Ability to lead outstanding teaching and learning. | E | ✓ | ✓ |
| 5. | Ability to lead effective and systematic behaviour management with clear boundaries, sanctions, rewards and praise. | E | ✓ | ✓ |
| Vision and Strategy | | | | |
| 6. | Has a vision aligned with the school's high aspirations and high expectations for self and others. | E | ✓ | ✓ |
| 7. | Has a clear understanding of strategies to establish a consistently nurturing culture with high standards of behaviour and commitment to relentlessly maintaining these standards. | E | ✓ | ✓ |
| Leadership | | | | |
| 8. | Strong understanding of outstanding provision in all facets of education across a school. | E | ✓ | ✓ |
| 9. | Successful experience of implementing key aspects of this provision. | E | ✓ | ✓ |
| 10. | Ability to set high standards and lead and motivate colleagues and students in meeting these standards. | E | ✓ | ✓ |
| 11. | Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction. | E | ✓ | ✓ |
| 12. | Strong organisational skills and the ability to delegate. | E | ✓ | ✓ |
| 13. | Genuine passion and belief in the potential of every student. | E | ✓ | ✓ |
| 14. | Ability to use data to inform and diagnose weaknesses that need addressing. | E | ✓ | ✓ |
| 15. | Commitment to the safeguarding and welfare of all students. | E | ✓ | ✓ |
| Leading External Relationships | | | | |
| 16. | Ability to skilfully lead and manage positive working relationships with parents, governors and other stakeholders. | E | ✓ | ✓ |
| Personal Characteristics | | | | |
| 17. | Highly approachable, grounded and makes sensible judgments. | E | ✓ | ✓ |
| 18. | Relishes accountability and takes personal responsibility for their own actions. | E | ✓ | ✓ |
| 19. | Excellent critical thinking skills; has an intellectual curiosity and rigour. | E | ✓ | ✓ |
| 20. | Able to build trust and mutual respect between students, families and staff. | E | ✓ | ✓ |
| 21. | Strong interpersonal, written and oral communication skills. | E | ✓ | ✓ |
| Other | | | | |
| 22. | This post is subject to an enhanced Disclosure and Barring Service check. | E | ✓ | ✓ |

Employee Benefits

We're passionate about employee benefits at Pontefract Academies Trust, offering the following as standard to all:



Exciting career and leadership pathways supported by outstanding CPD opportunities



Everyday Development (EDD) Framework: a simple, personal and flexible goal-based approach to continuous learning, career growth and wellbeing



For the 2025/26 academic year, we have provided staff with three Everyday Development (EDD days), the next is on Monday 20 July 2026. These development days will offer you self-directed time away from the workplace to recharge and reflect on your personal and career goals



Generous employer pension (Teachers Pension)



Laptop



Fantastic family friendly policies with a focus on employee work-life balance



Cycle to work scheme



Blue Light card



Discounted gym membership



Free eyecare via Specsavers



Childcare vouchers



Employee wellbeing programme (including physiotherapy, personal or professional concerns on legal, health, finance, wellbeing, and other matters)



Discounts at numerous retailers including O2



Free flu vaccinations

Next Steps

Key Dates

Application deadline: 10am, Monday 30th March 2026

Interview date: To be confirmed

Start date: 1st September 2026

Application Process

Please complete an application form via our [website](#).

Applications will be considered as they are received, and we reserve the right to make an appointment prior to the closing date.

Important Links

[Pontefract Academies Trust website](#)

[Trust Strategic Plan 2025-2028](#)

[The King's School website](#)

Contact Information

Tel: 01977 232146

Email: adminsupport@patrust.org.uk

We look forward to hearing from you.




PONTEFRACT
ACADEMIES TRUST


Pontefract Academies Trust

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 @PontefractAT

 Pontefract Academies Trust

Registered Company: 08445158

The Pontefract Academies Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant pre-employment checks (including online checks).