



Careers at SHARE Multi- Academy Trust

**Vice Principal – Teaching and
Achievement**

Shelley College, A SHARE Academy

Application Pack



Valuing People, Supporting Personal Best

Welcome to *SHARE Multi-Academy Trust*, a supportive and close-knit family partnership of nine academies across West Yorkshire,



At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of *Valuing People, and Supporting Personal Best.*

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

We know that recruiting and retaining an outstanding workforce is fundamental to achieving our aims. We therefore make it our mission to ensure every colleague within the trust has access to exceptional training and personal development opportunities, alongside a positive teaching environment, clear and ambitious progression pathways, and highly competitive packages.

We are also committed to sharing best practice across our trust, creating networks for colleagues to learn from one another, and fostering a learning environment and workplace where everyone feels supported and inspired, and can truly thrive. As a result, we are proud to be an employer of choice.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

We must first deliver for our people and ensure they feel valued.

Quality is our driving force



Teams drive success



We are proud to be an employer of choice.

John McNally

*Chief Executive Officer
SHARE Multi-Academy Trust*

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Welcome to Shelley College, A SHARE Academy

“ Thank you for your interest in joining us at Shelley College as Vice Principal (Teaching and Achievement). I am incredibly proud to lead this special school which is grounded in two core values: *Valuing People* and *Supporting Personal Best*. These values shape our approaches to excellence in teaching and drive everything we do to ensure every student thrives.

Over the last few years, our journey has been remarkable. In December 2024, Ofsted inspected Shelley College and graded every area as Outstanding, including quality of education, behaviour and attitudes, personal development, leadership and management, and sixth form provision. This exceptional recognition reflects the ambition, unity, and relentless commitment shown by our staff and students. Our outcomes also demonstrate this excellence with progress and attainment consistently above national averages at KS4 and high pass rates at KS5.

This new Vice Principal position represents a career-defining opportunity within an outstanding, high-achieving school. You will lead on strategies to secure excellent teaching and contribute to maintaining a strong culture of enabling every young person to achieve their personal best.

I warmly invite you to visit us, meet our exceptional staff and students, and experience the ambition, unity, and care that define Shelley College. Explore more at www.shelleycollege.org and discover why we are so proud of our school and excited about its future. We look forward to meeting you

We are a team in the truest sense of the word, working together to remove barriers.

Quality is our driving force

Teams drive success



Our students are kind, hardworking and resilient.

Jack Wyatt
Principal
Shelley College

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About our Trust

SHARE Multi-Academy Trust was first established in 2014, and since then, we have built a solid reputation for high standards and strong achievements. We operate four (soon to be five) successful primary academies and five high-performing secondary academies across the region. Our outstanding provision is supported by our Calderdale and Kirklees Teaching School Hub and national training accreditations, enabling us to deliver exemplary training and development opportunities for colleagues at every stage of their career.

Our academies achieve excellent outcomes. This includes academic attainment and school improvement, as well as maintaining exceptionally high standards in all aspects of school life including behaviour and attendance.

As a result of the trust's supportive and inclusive approach, senior leaders invest significant time in supporting positive pupil behaviour and attendance. Our pupils attend well and are positive about learning. In turn, this creates a positive and respectful teaching and learning environment for staff, with teachers able to focus on delivering an excellent education to students without distraction, and with a manageable workload.

Whilst being close-knit, we are ambitious for the future.

We are always looking for additional ways to expand our positive impact, be that by working with new schools on exciting initiatives, or by collaborating with our talented team of staff.

Our aim has long been to be the best trust, not the biggest. Our priority for the future is to keep improving standards, building on our successes, and raising aspirations so we can support even more pupils to achieve even better outcomes.



“

Behaviour is excellent, and there are high levels of mutual respect and tolerance amongst pupils and staff.

*Ofsted, 2023**

”



*2023 Ofsted report for Thornhill Community Academy, A SHARE Academy

Your Career at SHARE

Our vision of ‘Valuing People, Supporting Personal Best’ underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association and School Teachers’ Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and flexible and family-friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.



We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt

*Associate Principal
Shelley College*



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Our Shared Vision and Mission

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

“ We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass ”

Jenny Carr
*Executive Principal and
Headteacher, Royds Hall*

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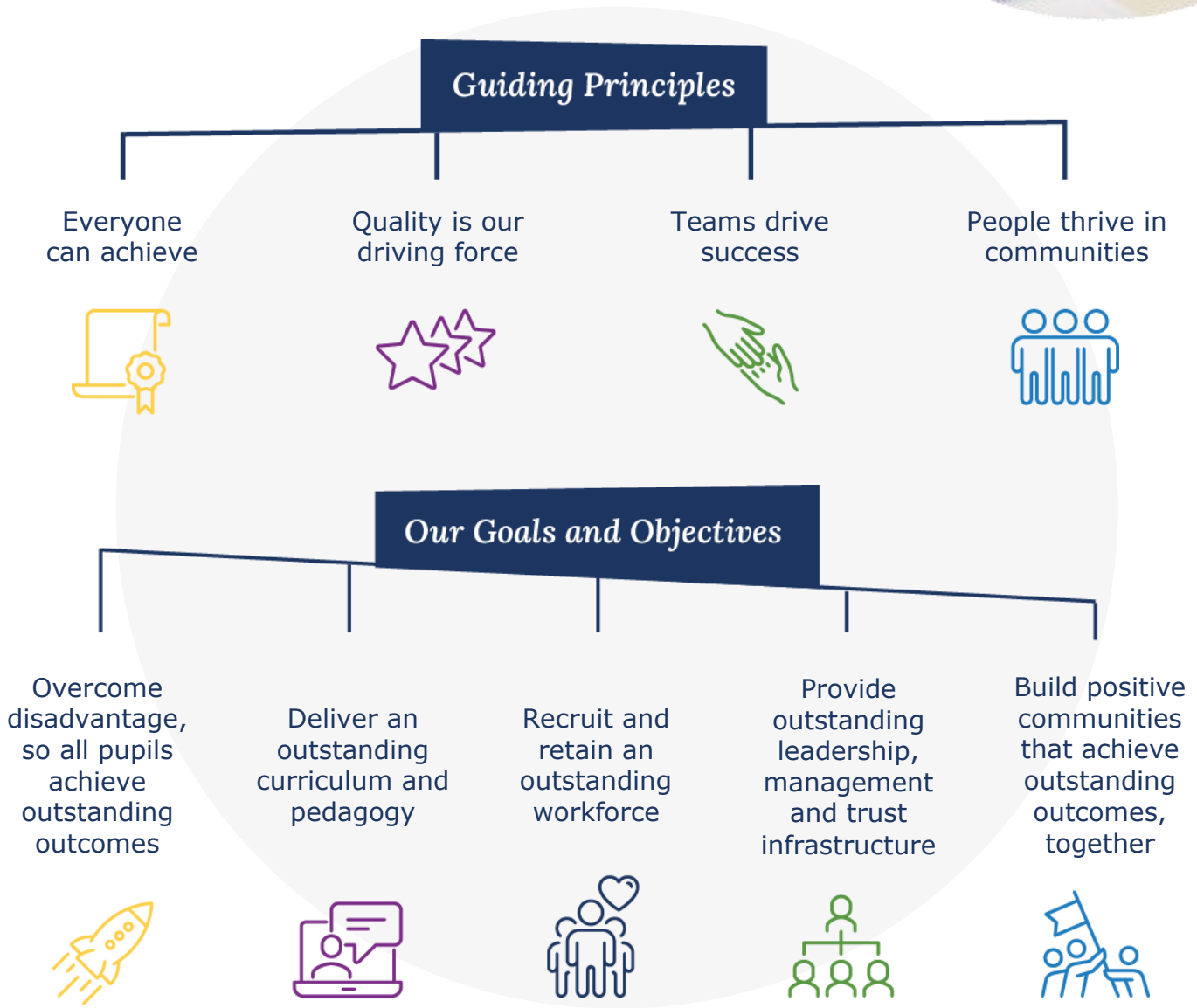
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Our Guiding Principles



We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.



Academies

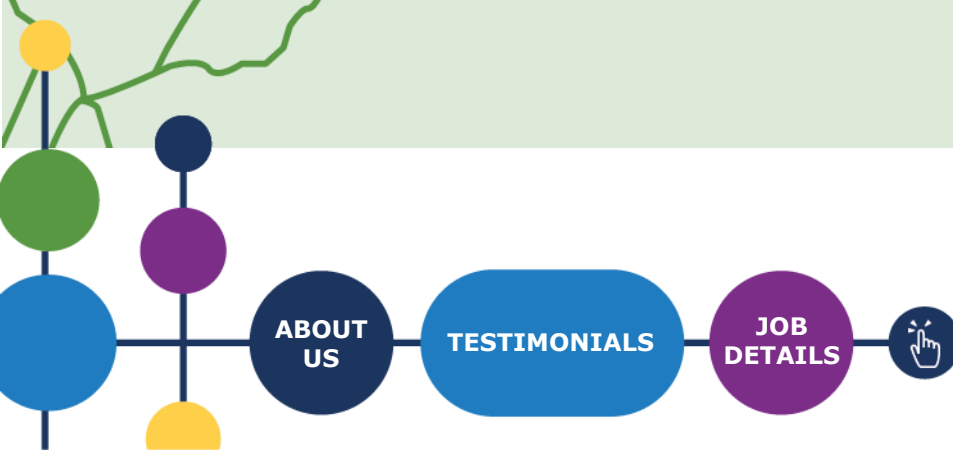


Our secondary academies



Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.



*Most recent Ofsted prior to academisation in 2025.

Our Outcomes

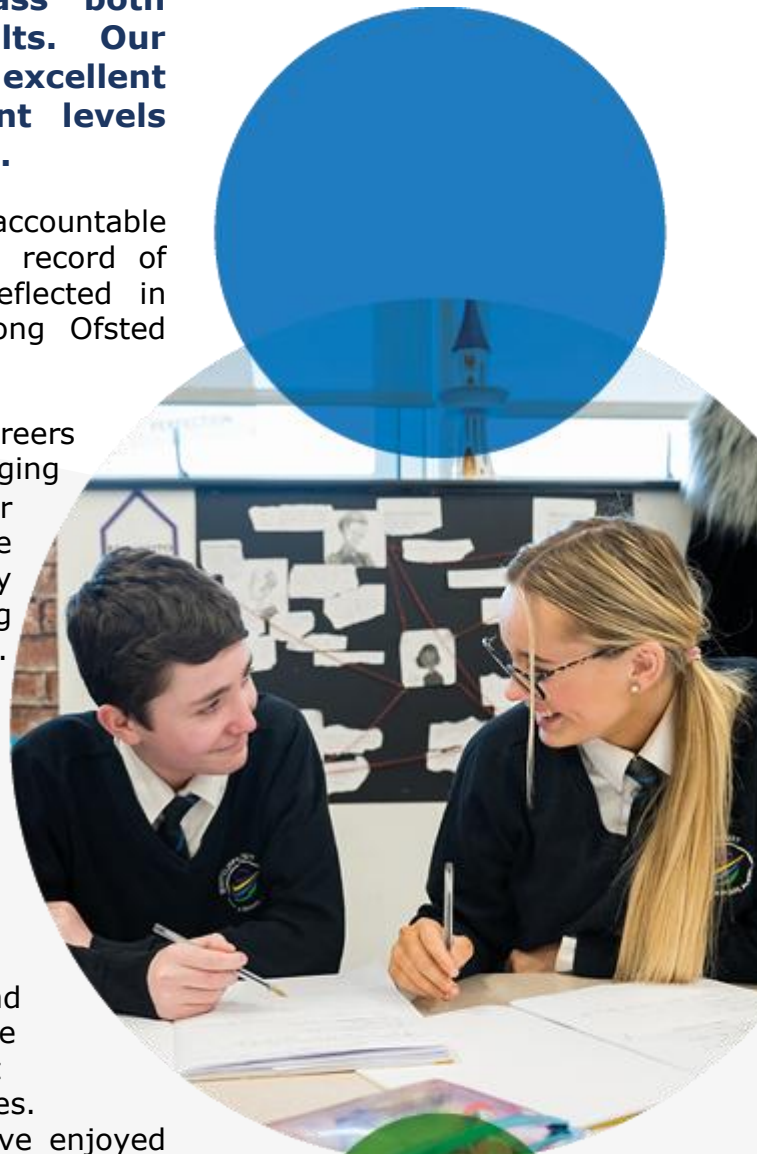
At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.



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What our colleagues say



Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day

Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College



The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson

Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy



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What our colleagues say



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Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

”

Kieran Miller-Walker
*Finance Officer, SHARE
Multi-Academy Trust*



“

As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

”

Ben Modeste
*Phase Leader of Lower Key Stage 2,
Luck Lane Primary School*

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First-class careers, through bespoke training and support

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.



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Endless opportunities through our **Teaching School Hub and Training Accreditations**



Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers
have progressed or are progressing through the **Early Career Framework**

600 teachers
are studying **NPQs**

500 teachers
using our **Appropriate Body Service**

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Job title:

Vice Principal – Teaching and Achievement

Academy:

Shelley College, A SHARE Academy

Headteacher:

Jack Wyatt

Section:

Senior Leadership

Reporting to:

Principal

Contract type:

Permanent

Time commitment:

Full time with a teaching commitment of approximately 12 periods a fortnight

Band/Range:

Leadership Scale: L20 – L24

Further salary information:

N/A



Academy information:

Rated Outstanding by Ofsted, Shelley College is a proud partner academy in SHARE Multi-Academy Trust, a National Support School, and a National Teaching School. The academy is at the centre of a close-knit network that aims to provide the very best professional and career development opportunities for staff, and an excellent education for pupils. Shelly College has a sixth form, which is increasingly the top choice for students across Yorkshire, thanks to the high-quality teaching and pastoral offer which helps every single student thrive and prepare well for their next stage in life.

Students leave Shelley College fully equipped with the life skills, experiences, and educational outcomes to have a happy and successful future. Our staff are friendly and supportive of one another, with a strong sense of a committed team working together.

Shelley College is located in a beautiful rural area, within good commuting distance of Leeds, Manchester and Sheffield. The academy is proud to offer:

- A supportive and ambitious environment where all pupils students are encouraged to go beyond what they think they can achieve and to enjoy learning, helping them to lead successful, healthy and happy lives
- A vibrant place to work which equips staff to deliver their best every day, under the strong belief that Valuing People, Supporting Personal Best is the key
- A commitment that staff are happy, engaged and well supported at work, taking pride in students' attendance, behaviour, progress and development as well as their own
- Excellent training and guidance relevant to individual job roles, so expectations are understood and staff are motivated
- Great benefits, as an employer of choice, including outstanding CPD, supportive line management, and meaningful networking opportunities across the Trust to aid personal development
- Supportive leadership, encouraging healthy work-life balance
- A high-quality teaching and learning environment, alongside good facilities

A culture where children are happy, settled and confident, accessing a broad and balanced curriculum which provides a memorable educational experience for pupils and staff.



We are looking to recruit:

There is now an exciting opportunity to join a highly performing, well-established Senior Leadership Team — a role that will provide the ideal springboard for the right candidate towards future Headship. Starting in April 2026, we are seeking to appoint a highly driven and self-motivated leader to shape and develop the strategic direction of the Academy's Teaching and Achievement.

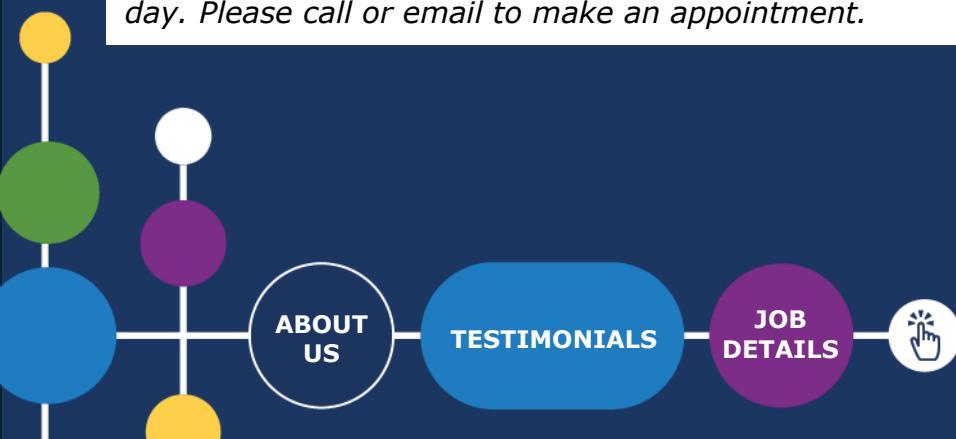
The ideal candidate will:

- Hold QTS and be an established outstanding teacher who inspires and motivates students and staff
- Have successful leadership experience at a significant level (minimum Assistant Headteacher), demonstrating impact on whole-school initiatives
- Have a proven track record of improving standards for teachers, key stages or subject areas
- Be able to analyse data effectively and use it to develop strategies that improve performance
- Be skilled in developing strategies to enhance curriculum planning and teaching & learning across a school
- Be able to monitor and evaluate the impact of interventions and improvement strategies
- Be aligned with our values, ethos and ways of working, and ambitious for every child, regardless of their starting point
- Model the Trust's aims and values, demonstrating the highest professional standards for teachers and leaders

For more information, get in touch with:

Sharron Pendleton –
Tel: 01484 868777
Email: Sharron.pendleton@sharemat.co.uk

We very much encourage and welcome potential candidates to visit during the Academy day. Please call or email to make an appointment.



JOB DESCRIPTION

Overall purpose of the role:

You will be required to meet the general requirements of the Vice Principal role, as specified in the School Teachers' Pay and Conditions Document 2016. You will help to provide strategic leadership at a whole-school level. In addition, you will be required to fulfil any reasonable expectations from the Principal &/or Chief Executive of the trust.

The post will require you to work in partnership with other leaders and staff across the school &/or MAT to:

- Strategically lead, implement and maintain a high quality and effective approach to curriculum planning, teaching and learning, CPD, coaching and quality assurance.
- Be directly accountable for the strategic leadership of curriculum planning and teaching & learning across the school.
- Provide high quality line management, development and coaching of staff.
- Play a significant role in formulating the self-evaluation form and school improvement plan, taking accountability for assigned areas of responsibility.
- Be a highly effective practitioner who has high expectations for all.
- Assist the Principal in the overall leadership and management of the school as a member of the school's senior leadership team.

Safeguarding requirements:

- This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.
- Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references.
- For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.

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Key Outputs:

Qualities, knowledge and expectations:

1. Lead in accordance with the trust's aims and values.
2. As an SLT link, lead, support and advise curriculum leaders to improve their curriculum plans, teaching and learning and student outcomes in their faculty/department.

Students and staff:

3. Improve outcomes for students by:
 - Helping curriculum leaders develop and implement well sequenced curriculum plans that allow students to learn and remember key knowledge and skills.
 - Helping curriculum leaders accurately evaluate strengths and areas for development, triangulating information from a variety of sources including the quality assurance of curriculum plans, teaching & learning and student outcomes.
 - Supporting senior leaders to devise suitable plans for improvements.
 - Monitoring and evaluating the impact of actions and making appropriate interventions where necessary.
4. Promote effective intervention strategies and monitor their impact on student progress, recommending further action when required.
5. Devise, implement and lead on strategies to ensure a high quality of education for disadvantaged and SEND students.
6. Lead the school improvement/QA process to ensure that relevant training is provided to improve curriculum plans, teaching and learning and support student progress.
7. Lead staff professional development, linking it to whole school priorities. Assume responsibility for the budget and other resources associated with professional development.
8. Provide tailored support for teachers or other staff where additional action as required (eg support or formal competency plans).

Systems and processes:

9. Work with other leaders to identify underperforming students, cohorts, classes or subjects and oversee strategies to improve their outcomes.
10. Keep leaders up to date on current teaching and learning pedagogy and best practice and advise them on the implications of any changes. Lead on developing effective research projects to inform best practice.

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11. Help recruit, support and retain staff with the potential of career progression, including those who may become future leaders or lead practitioners.

12. Commit to and work towards our ambition to deliver an outstanding education for children and young people in our school.

13. Work with other leaders and staff to ensure that the KS4 options process and timetable construction is completed effectively

14. Contribute to maintaining a safe environment for students, including checks and evaluations of safeguarding processes and procedures.

15. Complete all SLT duties, including on-calls.

Contribution to the self-improving school system:

16. Help colleagues that you line manage to produce their own personal development plan. Review progress towards objectives consistently within the school's framework.

17. Hold the staff that you manage accountable for performance against their objectives and wider professional performance.

18. Attend such meetings as may be required with the Principal, governors, CEO, directors and other trust employees as the role requires.

Other Requirements:

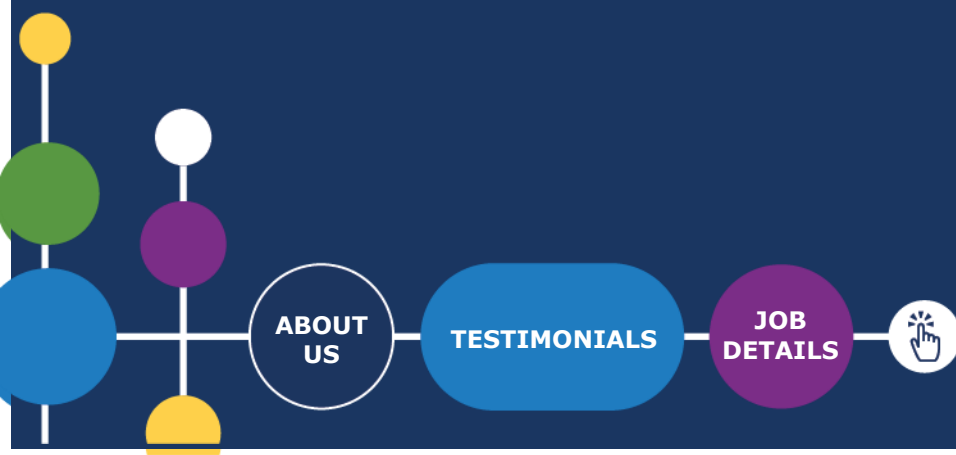
19. To undertake any other duties associated with the role, as may be decided by the Principal &/or Chief Executive.

Dimensions:

Dimensions (financial/statistical/mandates/constraints/no. of direct reports)

- Range of Students – up to 1500.
- Number of direct reports - up to 6, including SLT links

Working with and supporting other leaders across school and potentially the MAT



JOB DESCRIPTION

Work/Business contacts:

Headteachers and trust senior leaders; senior staff, including headteachers, in partner schools.

Expertise in role required (At selection – Level 1):

ESSENTIAL

- Qualified Teacher Status.
- Degree or equivalent.
- Evidence of continuing professional development and a willingness to undertake further development as appropriate.
- Good working knowledge of the OFSTED framework and other measures for evaluating the performance of a school.
- Successful teaching experience as measured by quality assurance and student progress.
- Successful leadership experience at a significant (e.g. whole-school) level
- Experience of improving standards for teachers, key stages or a subject.
- Able to develop strategies for improving curriculum planning and teaching & learning in a school.
- Able to analyse data with a view to developing strategies to improve performance.
- Able to monitor and evaluate impact of interventions and strategies.
- Knowledge of innovative teaching and learning strategies.
- Excellent communication skills.
- Excellent behaviour management skills.
- Commitment to the safeguarding of young people.
- Ability to coach others to improve leadership & teaching.
- Able to successfully lead others, identifying clear priorities, communicating effectively and supporting improvements.
- Good role model in terms of promoting trust aims and values, together with professional standards for teachers and leaders.
- Is willing to work flexibly within scope of overall hours, e.g. evening meetings.
- Willing to work at different trust schools sites for short or medium term placements.

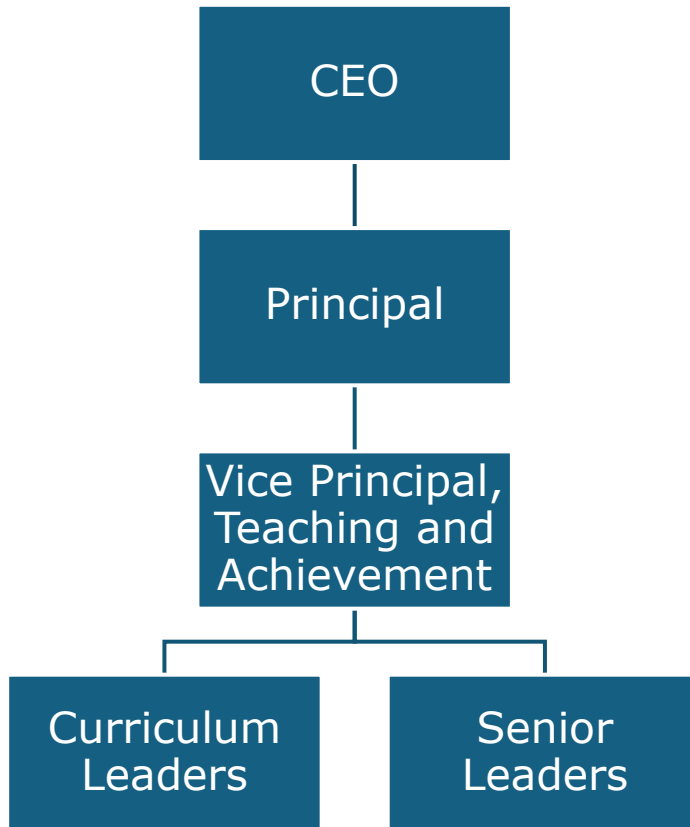
DESIRABLE

- Experience of improving standards at a whole-school level, including leadership.



JOB DESCRIPTION

Structure/Department Information:



HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form on the Every Candidate Portal using the application link below.

Application link:

To apply, please follow the link here:

https://www.tes.com/jobs/vacancy/schrole_cd8118cb-edc6-4736-bc51-0a10083950f3

Completed application forms should be returned to:

sharron.pendleton@sharemat.co.uk

Closing date:

12 noon Monday 2nd February 2026

Interview date:

11th and 12th February 2026

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post. An online search will be undertaken for all shortlisted candidates.

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*Ready to start your career with Share MAT?
Get in touch:*

Visit

shelleycollege.org

Email

shelley.office@sharemat.co.uk

Call

01484 868777

Address

Shelley College, A SHARE Academy
Huddersfield Road, Shelley, Huddersfield
HD8 8NL

Visit the trust website **www.sharemat.org**