



Headteacher – West Cliff Primary School (L14-20)

April 2026 start

Closing date 16.01.26

Shortlisting 20.01.26

Interviews provisionally 26/27.01.26

Recruitment Information Pack

Yorkshire Endeavour Academy Trust

www.yeat.co.uk



Welcome from the CEO

Thank you for taking the time to explore this exciting opportunity with Yorkshire Endeavour Academy Trust (YEAT). We hope you will consider applying and look forward to hearing from you.

If you are a leader who is ambitious, inspirational, and committed to excellence, then this role offers a unique chance to make a real difference.

At YEAT, we are proud to be a specialist Primary Trust serving the communities of Whitby, Glaisdale, Castleton, Oakridge, and Lealholm. Our values – Ethical, Nurturing, Brave – define who we are and guide everything we do.

Since forming in 2018, we have grown from five schools to six, building on a strong track record of collaboration and school improvement. We are also one of only 35 schools nationally designated as an English Hub, delivering excellence in early language and phonics teaching. Looking ahead, we are exploring a merger with another local trust to make our future even more exciting.

This is an exceptional opportunity to join our well-established and growing Trust as we enter 2026 with optimism and ambition. You will find a culture of teamwork, kindness, and honesty – combined with an unwavering commitment to providing the very best education for our children.

If you are an experienced senior leader ready for your first headship or seeking your next challenge, we would love to hear from you. We will support you with the skills, encouragement, and professional development to excel as a Headteacher – and beyond.

Thank you for considering joining us on this journey. We look forward to receiving your application.



Christina Zanelli
Chief Executive Officer
Yorkshire Endeavour Academy Trust

Our Opportunity

If you are a leader who is ambitious, inspirational and committed to excellence then these opportunities will present you with a unique opportunity.

Here at Yorkshire Endeavour Academy Trust (YEAT) we are a specialist Primary Trust and proud to serve our communities and families around Whitby, Glaisdale, Castleton, Oakridge and Lealholm. Our values 'Ethical, Nurturing, Brave' sum up our trust perfectly.

Our Trust was formed in 2018 as we welcomed our first five primary schools due to our successful track of collaborative working and expertise in supporting school improvement across our communities. A 6th school – Oakridge, joined more recently.

We are also one of only 35 schools nationally to be a designated 'English Hub' which delivers excellence in early language and phonics teaching in reception and KS1.

We are currently exploring merging with another local trust to make our future even more exciting!

Our opportunity

We are looking to appoint a colleague to join our growing and well established Trust to start in April 2026. This opportunity excites us and we believe provides a fantastic opportunity for a primary leader to join this school year.

West Cliff Primary School

West Cliff Primary School is a leading school in Whitby with 160 pupils plus a nursery and a targeted mainstream provision for children with SEMH (The Rockpool). In addition we are also hold Beach School status which is embedded into our current curriculum offer.

Our Trust

We enter 2026 very much excited about the future. As a Trust we are well placed to achieve good outcomes for our children and we want our new colleagues to bring inspiration and proven strategies to our Trust – you will find a culture of team work, kindness and honesty – but absolute relentlessness about providing the very best education for the children in our schools.

What we are looking for

You will already be an excellent senior leader within your school – and can evidence the positive impact of your leadership on whole school development. This may mean you will be either looking for your first Headship post or your next opportunity. It goes without saying that we give you the skills, encouragement and experience within the profession to excel as a Headteacher – and beyond.

Our Trust Values – Ethical, Nurturing, Brave demonstrate that we are looking for ethical leaders who are fully committed to a nurture based approach.

In addition we are looking for:

- A proven track record of raising both pupil attainment and standards of teaching and learning across a whole school.
- A strong vision and ethos that supports our values and culture.
- An excellent practitioner with the ability to inspire children and staff to learn and achieve.
- A hands on Head who is willing to teach as required to support a current falling roll in the town.
- Current senior experience of leadership in a primary setting.
- An ethical leader, ideally with experience of nurture principles.
- Someone with significant experience of working with challenging children with SEMH.

.We can offer you:

- Tailored support from our CEO, your fellow leaders and development opportunities across the area in partnership with Wonder Learning Partnership.
- An opportunity to see the unique and huge opportunities that exist in both schools and the wider Whitby area. All the support, energy and tenacity you will need is here for you to tap into.
- A Trust who has the highest expectations for all coastal children and families and develops its staff body to access professional qualifications (NPQML, NPQSL, SENDco etc).
- Warm, happy schools where we value our community ethos and have a philosophy of treating each other with kindness and respect.
- Happy, enthusiastic and well behaved children who thrive in a safe caring and inspiring environment.
- A Whitby and wider community which has come together to share the best practice, and work together on early years, primary and secondary projects.
- A commitment from the Trust board to keep the pay range under review to ensure high performance can be fully rewarded.

Please look at the school websites to get a real flavour of the school.

West Cliff Primary - Home (west-cliff.n-yorks.sch.uk)

Get in touch

We actively encourage you to visit and meet us. We can offer visits to West Cliff on Tuesday 6th Jan (PM) Friday 9th (AM) Monday 12th (AM) Please contact Christina Zanelli (ceo@yeat.co.uk) who will organise and confirm this for you. We will endeavor to accommodate additional dates if you can't make those.

The date of commencement for this posts will be April 2026.

Closing date: 12 noon, 16th January 2026

Application Process

Please apply using our application form - this is available on our website www.yeat.co.uk/vacancies

Closing date 16.01.25 Shortlisting 20.01.26 Interviews provisionally 26/27.01.26

All candidates are advised to refer to the job description and person specification before making an application.

Please make reference on your application which vacancy you are applying for.

Complete applications are to be mailed to ceo@yeat.co.uk.

For an informal conversation about the role and to arrange a visit please contact Christina Zanelli (CEO) at ceo@yeat.co.uk.

Our schools are committed to safeguarding children; this post will require an enhanced DBS check and suitable references.

Your motivation and suitability to work with children will be assessed at interview.

Commitment to safeguarding

Our organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff, volunteers and trustees to share this commitment.

Our recruitment process follows the keeping children safe in education guidance. Offers of employment may be subject to the following checks (where relevant):

- childcare disqualification
- Disclosure and Barring Service (DBS)
- medical
- online and social media
- prohibition from teaching
- right to work
- satisfactory references
- suitability to work with children

You must tell us about any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Job Description

Headteacher - West Cliff

- 1.To be responsible for the strategic leadership, internal organisation, viability, academic performance and overall success of the school
- 2.To ensure that all the statutory requirements and duties are fulfilled across the school as set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteachers
- 3.To apply and meet the National Standards for Headteachers as published by the DfE
- 4.To be responsible for the safeguarding and welfare of all children and young people within the school , by ensuring that
 - All policies and procedures relating to safeguarding children and child protection re fully implemented and followed by all staff
 - Resources are allocated to allow staff to discharge their responsibilities
 - Staff, pupils, parents and others feel able to raise concerns
 - These are addressed sensitively and effectively.
- 5.To work with the central finance team, CEO and local governing body to ensure financial viability and stability of the school
- 6.To lead the strategic development of the school in keeping with its stated vision, values, culture and ethos and those of the Trust.
- 7.To fulfil all other requirements and duties within the school as defined by the Trust and to meet appropriate targets or objectives against identified performance criteria in accordance with the Trust Performance Review Policy and Procedures
- 8.To demonstrate commitment to your own reflective practice, continuing self-evaluation and personal/professional development as well as to that of staff working within your remit.
- 9.To continue to develop the nurture status of the school – enabling the school to receive accreditation
- 10.To strategically lead the enhanced mainstream provision on site and work closely with the Local Authority to ensure its success.
- 11.To teach 0.2 (to be reviewed annually) to support the current fall in numbers

Clarification of Responsibilities

- 1.To develop, inspire and motivate effective teams in order to raise standards and academic performance across all the school , so that all pupils achieve to the very best of their ability.
- 2.To lead the school in the provision of excellent learning, teaching and assessment, ensuring that the National Standards for Teachers are applied and upheld in the school
- 3.To engage with the Governing Body and Trust Board in planning and implementing appropriate strategies to follow the agreed strategic direction of the Trust.
- 4.Ensure the financial viability of the school , by overseeing the deployment of the budget, and devolving appropriate operational responsibility
- 5.To manage the school's assets and facilities, ensure they are safe and well-maintained and encourage their use in income generation
- 6.To work with the other heads and CEO to continually review practices, procedures and structures across the Trust
- 7.To ensure an exciting, appropriately resourced, curriculum that engage students and offers a wide variety of educational opportunities to meet their needs and aspirations
- 8.To ensure that effective and nurturing pastoral and student support systems are in place in the school
- 9.To ensure the wellbeing and effective work-life balance of staff within the school
- 10.To engage the stakeholders of the school in the development, implementation, monitoring and evaluation of the School Development Plan and SEF
- 11.To lead the school through rigorous self-evaluation, including quality monitoring, assurance and improvement, and performance management at all levels, engaging teams and individuals in the process.
- 12.To ensure accurate and timely reports are made to the Governing Body and Trust Board, with clarity about progress made, and recommendations for immediate and future priorities.
- 13.To adopt a style of leadership that engages and inspires staff, harnessing and developing talent and expertise amongst staff at all levels.
- 14.To recognise and understand the cumulative effects of significant change on staff motivation and engagement, and lead any change process sensitively to achieve stability and inspire confidence.
- 15.To keep up to date with positive developments in educational provision both nationally and globally to be able to introduce effective educational practice across the school
- 16.To develop constructive relationships with educational providers, businesses and community groups in the local and wider community to understand and respond to local educational and training needs

PERSON SPECIFICATION

QUALIFICATIONS, TRAINING & EXPERIENCE (Assessed through application & references)	Essential on appointment	Desirable on appointment
Qualified Teacher Status	X	
Graduate or equivalent	X	
Evidence of continuous professional development	X	
NPQH or equivalent (can be in process of completing)	X	
Demonstrable experience of effective primary school senior leadership	X	
Proven track record of effective teaching with experience across the age range	X	
Thorough knowledge of the National Curriculum	X	
Knowledge of the statutory requirements and legislation applicable to academies		X
Experience of nurture principles		X
Experience in partnership and collaborative working	X	
Experience working with children with SEMH	X	

PERSON SPECIFICATION

KEY COMPETENCES (Assessed through activities and interview)	Essential on appointment	Desirable on appointment
Improve academic and social outcomes for all pupils in the school through effective development planning and self evaluation	X	
Manage school improvement and performance effectively	X	
Provide a safe, calm and nurturing environment for learning and working that promotes the well-being of pupils and staff	X	
Understand the nature of learning and help to secure excellent teaching, learning and wider educational opportunities within the school and across the Trust	X	
Distribute leadership to develop and support effective teams within the school and in collaboration across the Trust	X	
Manage the school budget effectively or experience of school finances	X	
Drive, embrace and champion the vision and strategy for the school and Trust	X	