



Clifford Holroyde  
Specialist SEN College

# Clifford Holroyde Specialist SEN College

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Headteacher  
Recruitment Pack 2025



Support  
Inspire  
Learn

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# Welcome from the Chair of Governors

Dear Applicant,

Thank you for your interest in the role of Headteacher at Clifford Holroyde Specialist SEN College. On behalf of the Governing Board, I am delighted to introduce this opportunity to lead a school that plays a vital role in transforming the lives of young people with social, emotional and mental health needs.

Clifford Holroyde is a unique and nurturing environment where pupils are supported to re-engage with learning, develop confidence, and achieve meaningful outcomes. We are proud of our dedicated staff team, our inclusive ethos, and our strong partnerships with families and the wider community.

We are seeking a compassionate, visionary leader who can build on our strengths and lead the school into its next chapter. If you are committed to inclusive education and have the skills to inspire and empower others, we would be thrilled to hear from you.

Warm regards,

Dave Cadwallader - Chair of Governors



Clifford Holroyde Specialist SEN  
College Thingwall Lane, Liverpool,  
L14 7NX  
[www.clifford-holroyde.co.uk](http://www.clifford-holroyde.co.uk)

## About the Role

- **Position:** Headteacher
- **Salary:** Group 3 L16–L24 (£72,162 – £87,651)
- **Contract Type:** Full-time, Permanent
- **Start Date:** From 01 January 2026
- **Reporting to:** Governing Board and Local Authority

- **Deadline for applications:** 15 September 2025
- **Shortlisting:** 17 September 2025
- **Interviews** to be held over 25/26 September 2025
- Please **book** to visit our school on 08 September 2025 at 09:00am or 14:00.

Alternative dates can also be arranged.



## About Clifford Holroyde Specialist SEN College

Clifford Holroyde is a maintained special school for 71 boys aged 11–16 with Education, Health and Care Plans for social, emotional and mental health needs. Located in Liverpool, the school provides a highly structured and supportive environment where pupils can thrive both academically and personally.

The school embraces the Thrive Approach, focusing on emotional development and resilience. Staff work closely with families and external professionals to tailor support and ensure each pupil's needs are met holistically. The curriculum is broad, balanced, and designed to promote independence, self-esteem, and lifelong learning.

With a small pupil roll and a high staff-to-student ratio, Clifford Holroyde offers a personalised learning experience that enables pupils to make strong progress and transition successfully into further education, training, or employment.



More information is available in our [School Brochure](#) and our [Welcome Video](#).

## Ofsted Inspection

The most recent Ofsted inspection took place in December 2024, where the school was judged to have maintained the standards identified in its previous “Good” rating. Inspectors praised the school’s nurturing environment, high expectations, and effective support for pupils with complex needs.



### Highlights included:

- Strong relationships between staff and pupils
- Effective behaviour support and therapeutic interventions
- A curriculum tailored to individual needs
- High levels of pupil engagement and positive destinations post-16.



**You can read Ofsted’s  
outcome letter [here](#).**



## Exciting future!

This is a transformational opportunity to shape the school's next chapter.

Clifford Holroyde is currently part of:

- A local authority SEND Sufficiency Review, helping shape the future of SEMH provision in the region
- The DfE's School Rebuilding Programme, offering significant investment in our physical learning environment.

# Person Specification

**Position:** Headteacher

**Pay Range:** Group 3 L16 – L24  
£72,162 – £87,651

**Responsible to:** School Governing  
Body & Local  
Authority

## **Qualifications & Training**

- Educated to Degree Level
- UK Qualified Teacher Status.

## **Experience**

- Substantial and proven successful teaching experience
- A track record of substantial and successful leadership and management experience at a senior level
- Experience of monitoring and evaluating performance and practice
- Experience of coaching, guiding and mentoring individuals and teams
- Experience of innovation and leadership and management of organisational change/improvement
- Experience of developing a culture of Safeguarding within a school
- Experience of managing a budget.

# Person Specification

## Professional Knowledge

- Experience of working in partnership with the Governing Body, and the ability to provide a clear vision and direction for the School over the coming years
- A clear understanding of what makes good and outstanding learning and teaching in a Secondary Special School
- The ability to build effective relationships with a wide variety of people – staff, children, senior leaders, governors, parents, local community, and other stakeholders
- The ability to create and implement a strategic school improvement plan, based on effective self-review which identifies priorities and targets, ensuring that all children are included, make good progress, and achieve their potential
- An understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting inclusion
- Excellent critical thinking, problem solving, negotiating and decision-making skills
- The ability to ensure that parents and children are well-informed about the curriculum, attainment, and progress, and about the contribution they can make to achieving
- The ability to prioritise, evaluate and manage financial and human resources.

## Professional Skills

- Extensive knowledge and experience of secondary/special/ SEMH education
- A thorough understanding of how children learn, how teachers can best teach, and how to raise standards through careful and effective monitoring and target setting
- The ability to create and develop a stimulating environment and an eagerness to learn
- An understanding of strategies for supporting and enhancing teachers' effectiveness, and securing school improvement
- Knowledge of the statutory frameworks and good practice for curriculum delivery and assessment
- High expectations of pupil behaviour and a depth of knowledge in the research and practical strategies and approaches including attachment and trauma
- The ability to motivate and empower all staff to carry out their respective roles to the highest standard through continuing professional development and effective performance management
- Knowledge and understanding of safeguarding best practice.

# Person Specification

## Philosophy & Commitment

- High expectations and an ambition for excellence
- A commitment to pupil development and the development of inclusive practice for all members of the school community
- A willingness to make him/herself approachable to all members of the school community, and listen to their opinions and ideas
- A commitment to high professional standards, and continuous professional development for self and other staff.

## Personal Qualities

- Ability to relate to people at all levels
- Motivational and inspirational, with a commitment to high quality education for all
- Resilient, robust, and calm under pressure
- Ability to set targets and meet deadlines
- The strength to challenge under achievement
- Approachable, enthusiastic, and caring
- A commitment to the wellbeing of the whole school community.

**All aspects of this Person Specification will be tested via the Application Form, throughout the interview process and references.**

*May 2022*



# Job Description

**Position:** Headteacher

**Pay Range:** Group 3 L16 – L24  
£72,162 – £87,651

**Responsible to:** School Governing Body & Local  
Authority

**Responsible for:**

Carrying out the duties in line with the conditions of employment as set out in the current School Teachers Pay and Conditions document, the National Standards of Excellence for Headteachers (2020) and the policies and procedures of the Governing Body.



# Job Description

## Purpose

The Headteacher will be an inspirational, professional, and dynamic leader with the vision, drive, and passion to build upon the school's strengths and achievements. You will inspire, challenge and motivate all members of the school community, ensuring all children in our school receive the best possible educational experience to enable them to succeed and develop vital skills for the future.

## The Headteacher will be responsible for ensuring:

- The school's strategic plan considers the views of parent, carers, children, and staff
- All aims and objectives are met fully by the appropriate deployment of human and financial resources
- All staff put safeguarding and the welfare of children at the heart of what they do, so that all children are safe and can develop their abilities in a nurturing and inclusive environment, where discipline and good behaviour allow them to participate, learn, enjoy and achieve.

## Culture and ethos

- Ensure that the school's vision to lay the foundations for life is clearly defined, shared, understood and implemented effectively by the whole school community
- Provide inspiration and motivation for pupils, staff, governors, and parents; demonstrating the school's values at all times
- Work with the Governing Body to create and implement a strategic and sustainable plan based on sound financial planning so that the school can continue to improve and strive to be outstanding
- Ensure creativity, innovation, and the use of appropriate technologies are used to achieve high standards and ensure our children have developed vital skills for the future
- Maintain and build on the strong relationships that exist with parents, the local community, and multi-agency partners
- Create a culture of inclusivity, valuing all members of the school community, and actively celebrating diversity and inclusion
- Ensure a culture of high expectations and staff professionalism
- Promote a culture that respects the mental health and well-being of children and staff.

# Job Description

## Curriculum and teaching

- Promote an inspirational, exciting, stimulating and challenging curriculum that inspires and celebrates success and love of learning
- Implement a broad and balanced curriculum which meets the requirements of the National Curriculum and the aims of the school, providing progression and continuity for children
- Ensure that the curriculum is appropriate to meet the needs of all children
- Maintain and develop effective curriculum leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- Ensure that the curriculum promotes and supports the intellectual, spiritual, moral, cultural, physical, social and emotional well-being of all pupils
- Ensure that effective and proportionate approaches are used when assessing children
- Establish and sustain high-quality teaching across subjects and phases, built on an evidence-based understanding of effective teaching and how children learn
- Ensure that teaching is supported by high levels of subject expertise
- Create an ethos and curriculum in which children feel safe, recognise risks, and know how to keep themselves safe.

## Behaviour

- Implement strategies which secure high standards of behaviour and attendance, pupil welfare and citizenship
- Manage behaviour consistently, fairly, and respectfully and effectively implement the school's behaviour policy and commitment to restorative practice, attachment and trauma.
- Ensure that all adults within the school both teach and model the behaviour of a good citizen.

## Working in partnership

- Engage with parents, carers, and the local community to secure the commitment to the vision and direction of the school
- Act as an ambassador for the school at all times in a manner that upholds its values and ethos
- Work in partnership with other schools, the local authority, and multi-agency partners to improve outcomes for children.

# Job Description

## Professional development

- Lead, motivate, support, develop, and challenge staff
- Create an environment in which staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- Challenge under-performance at all levels and ensure that corrective action is taken to secure improvement
- Be committed to the continuing professional development of staff and succession planning to identify and develop potential future leaders
- Manage change effectively, drawing on expertise from internal and external sources where needed.

## Additional special educational needs and disabilities (SEND)

- Ensure that the school has ambitious expectations for all children, including those who are disadvantaged and/or with additional special educational needs and/or disabilities
- Work effectively in partnership with parents, carers, and professionals to identify additional needs and provide support and adaptation where appropriate
- Ensure a consistent and continuous school-wide approach to maximise every child's progress and attainment.

## Governance, accountability, and continuous school improvement

- Ensure that all staff put safeguarding and the welfare of children at the heart of what they do, so that all children are safe and can develop their abilities in a nurturing and inclusive environment
- Develop a culture where all staff recognise that they are accountable for the success of the school and its reputation
- Agree and set appropriate priorities for expenditure with the Governing Body; allocate funds and monitor the effective administration of the school budget so that the school secures its objectives
- Work with Governors to identify evidence-based priority areas for improvement and implement and incorporate into the school development plan
- Ensure effective change management which leads to sustained school improvement and outcomes for children
- Maintain a rigorous and robust system of assessment where pupil performance information is used regularly and effectively to inform planning and improve outcomes
- Work with the Governing Body to analyse and plan for the future needs and development of the school
- Present an accurate account of the school's performance to the Governing Body.

# Job Description

## Additional requirements

The Headteacher will be required to safeguard and promote the welfare of children and follow school policies and the staff code of conduct.

Please note this document is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Headteacher will carry out. The Headteacher may be asked by the Governing Body to undertake other duties reasonably as falling within the duties and responsibilities of the post. This job description will be reviewed annually at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with the post holder.

May 2022



At Clifford Holroyde SEN School, we believe *"Together We Achieve Our Best"*. It is our mission that we *"Care, Reflect and Inspire"* so we can succeed together.

As a school we seek to develop pupils who *"ACHIEVE"*.

We want them to become:

- Ambitious,
- Caring,
- Healthy,
- Inclusive,
- To embrace every opportunity,
- To be Valued, and become
- Empowered members of society.



## How to Apply

To apply for the role of Headteacher at Clifford Holroyde Specialist SEN College:

1. **Download and complete** the application form available at: [clifford-holroyde.co.uk](http://clifford-holroyde.co.uk)
2. **Submit your completed form** by email to: [clifford-ao@cliffordholroyde.liverpool.sch.uk](mailto:clifford-ao@cliffordholroyde.liverpool.sch.uk)  
(Please include "Headteacher Application" in the subject line)
3. **Deadline for Applications:** 15 September 2025
4. **Interviews** will be held over 25/26 September 2025



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