

**People and Performance Manager, Full time,
Permanent, Grade K: £45,091 - £48, 226**

37 hours per week, Monday to Friday, all year round.

Whickham School is a high performing and oversubscribed 11-18 school in Gateshead where staff and students thrive together. We're not just talking about results (though our student progress significantly exceeds regional and national averages) – we're talking about a place where people love coming to work.

We're looking for an exceptional **People and Performance Manager** to join our team to help shape the future of our 180+ strong workforce. This isn't your typical HR role – it's a diverse position working in a busy school where no day is the same. You'll be a trusted partner to our leadership team, driving our people strategy and making a real difference to our school community.

In this varied and rewarding role, you will:

- **Partner with leaders** to turn our ambitious vision into reality, providing HR guidance that makes a tangible impact
- **Be the expert** on employment legislation and best practice, giving senior leaders the confidence to make informed decisions
- **Lead our people strategy** across recruitment, retention, performance management and staff development
- **Coach and mentor** other leaders, building their capability in people management
- **Transform recruitment** to attract exceptional talent who share our values and ambition
- **Champion best practice** in performance management and staff development, helping every colleague reach their potential

What we are looking for

Essential:

- HR-related qualification (CIPD Level 5 or equivalent)
- Strong knowledge of employment law and HR best practice
- Experience of providing strategic HR advice to senior leaders
- Excellent coaching and influencing skills
- Proactive, solutions-focused approach

Desirable:

- Experience in an educational setting, though we warmly welcome applications from talented HR professionals in other sectors who are looking for a new challenge

Why join Whickham School?

We're serious about looking after our people. We offer:

Family-friendly benefits:

- High priority admission for your children to our high performing school

Health and wellbeing:

- Free access to our gym and sports facilities
- Supportive environment with genuine work/life balance

Financial benefits:

- Competitive local government pension scheme
- Electric vehicle and cycle-to-work salary sacrifice schemes

Professional development:

- Comprehensive training programmes tailored to your career goals
- Opportunities to develop strategic leadership skills

Our Culture

We've created something special at Whickham School – a culture where ambition meets support, where excellence is the norm, and where every voice matters. If you're looking for a role where you can make a genuine impact while being part of a warm, inclusive community, this could be perfect for you.

Specific details regarding the role, skills and qualities that the successful candidate will need to demonstrate are in the attached job description and person specification. Comprehensive information about our school can also be found on our website.

Should you wish to have an informal discussion to explore the role please contact Lloyd Wood (Deputy Headteacher) via email: lwood@whickhamschool.org to arrange a suitable time.

For an application form, please visit our website. Applications should be submitted by 9am Wednesday 3rd December.

Safeguarding Notice

Whickham School is committed to ensuring the highest levels of safeguarding and promoting the welfare of children, and we expect all our staff and volunteers to share in this commitment. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check will be completed for all applicants. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Equal Opportunities

Whickham School is an equal opportunities employer and welcomes applications from all suitably qualified candidates.

As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.