

Assistant Headteacher - Key Stage 3

Salary:	ISR L12 – L16 (Assistant Headteacher) £67,898 – £75,049 per annum
Start Date:	1 st September 2026
Working Pattern:	Full Time, Monday – Friday
Contract:	Permanent

Benefits available at The Dean Trust

- Teachers' Pension Scheme
- 24/7 access to an Employee Assistance Programme
- Cycle to work scheme and gymnasium membership
- High Street Benefits and Discounts
- Annual flu jabs
- Access to enhanced family friendly policies
- Preferential admission arrangements for children of colleagues

The Dean Trust is seeking to appoint a talented and inspirational Assistant Headteacher to join a successful senior leadership team at **Ashton on Mersey School**. The trust's vision is for all our pupils to believe in themselves, achieve their potential and succeed in their journey through life. The successful candidate will share this vision whilst driving forward continual school improvement at Ashton on Mersey School.

Ashton on Mersey School is in the central hub of **The Dean Trust** and serves the community of Sale and beyond. As part of our team you can contribute, collaborate and lead on many established areas that shape our school culture. Our school vision has been shaped by every member of our school community. The school has:

- An ambitious co-produced curriculum at Key Stages 3 and 4 leading to a full A-Level and vocational qualification offer in Key Stage 5 at our thriving sixth form.
- A reputation for securing year on year examination results that are consistently strong.
- Modern, high-quality facilities with the latest technology solutions accessible to all staff and pupils and with sports facilities that rank alongside some of the best in the country.
- An exceptional character and personal development programme which involves a renowned provision of extra-curricular activity with specialism in Sport and Performing Arts.
- A dedicated group of teaching and support staff that lead excellent pastoral care in an inclusive school which maintains a traditional expectation with regards to standards of behaviour.
- Direct access to the **Believe Learning Institute** (The Dean Trust's centre for professional learning including leadership development), Turing NW Maths Hub and SCITT; all based on site.
- World class opportunities and partnerships forged with national and international partners including Sale Sharks and Manchester United Football Club with whom we have provided an educational package for youth players for over 25 years

Assistant Headteacher - Key Stage 3

This exciting opportunity will focus upon the leadership of Key Stage 3. We are looking for an individual who has the character and drive to make a real difference in one of our school communities, and across the trust, leading and managing areas such as:

- Pastoral teams, systems and processes
- Safeguarding
- Pedagogical research, development and implementation
- Curriculum development

Applications are welcomed from leaders who can demonstrate:

- Significant leadership experience within a secondary school
- Impact as a leader; including a proven record of excellent examination results.
- An ability to establish positive and enriching relationships with colleagues, pupils and parents/carers.
- A knowledge and understanding of current educational issues, particularly in relation to inclusion, and the ability to respond to them strategically.
- An unwavering commitment to improving the life-chances of young people.
- High expectations and aspirations for all colleagues and pupils.

To apply for this vacancy please visit our recruitment page careers.thedeantrust.co.uk.

If you have any questions about the role or would like to book a place on a school tour as scheduled below, please contact Maxine Mills HR Assistant on 0161 973 1179 Option 6 or email maxinemills@aom.trafford.sch.uk

- **School tour dates and times:**

Friday 6th March 13:30

Monday 9th March 9.30

- **Application closing date:**

Friday 13th March 8:00

- **Interviews:**

Wednesday 25th March and Thursday 26th March 2026

Thank you again for your interest in working for **The Dean Trust**. We look forward to hearing from you.

We are an Equal Opportunities employer committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from a diverse range of candidates including those from underrepresented groups, and/or with protected characteristics.

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to pre-employment safeguarding checks, including an enhanced Disclosure and Barring Check.



Candidate Brochure Assistant Headteacher – Key Stage 3



THE DEAN TRUST
Believe Achieve Succeed

Assistant Headteacher

Key Stage 3

Job Summary

SALARY:

Leadership Pay Range
ISR Scale Point L12 – L16
£67,898 - £75,049

START DATE:

September 2026

WORKING PATTERN:

Full Time

CONTRACT:

Permanent

LOCATION:

Ashton on Mersey School

RESPONSIBLE FOR:

Senior Leadership

ACCOUNTABLE TO:

Headteacher

The Dean Trust is seeking to appoint a talented and inspirational Assistant Headteacher to join a successful senior leadership team at Ashton on Mersey School.

The trust's vision is for all our pupils to believe in themselves, achieve their potential and succeed in their journey through life. The successful candidate will share this vision whilst driving forward continual school improvement at Ashton on Mersey School.

You will work directly with students, staff and external agencies to remove barriers to learning and promote high standards of personal development and student welfare. You will live and breathe the inclusive culture that every member of the community expects.

If you feel you have the vision, drive and energy to lead at Ashton on Mersey School, we would be delighted to receive your application.

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Main Purpose of the Role

The postholder will be part of the Senior Leadership Team and lead the development of whole school policy and practice in order to advance the school's core purpose.

The specific responsibilities of the role will be determined by the skills and experience of the successful candidate and the needs of the school at the time.

The postholder is expected to make a significant contribution to the effectiveness of the Senior Leadership Team.

Key Responsibilities

Core purpose and accountability:

- To lead Key Stage 3 – managing staff the enable pastoral and academic progress for all pupils.
- To demand ambitious standards, expectations and aspirations for all pupils, overcoming disadvantage and advancing equality.
- To play a major role under the direction of the Headteacher for setting the key improvement priorities for the school; establishing and embedding policies, systems and practice to address priorities and advance the school's core purpose.
- Contribute to achieving the school's vision by providing effective strategic and operational leadership.
- Adopt an evidence-informed approach to lead colleagues to continually improve the performance of school.
- To undertake the professional duties of an Assistant Headteacher as reasonably delegated by the Headteacher.

School Culture:

- To articulate the school's core purpose, vision and values and ensure that they are understood, shared and acted upon by all.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Establish and maintain a safe and calm environment by sustaining high expectations and standards of behaviour for all pupils.
- Ensure that the school's routines and rules are clearly understood and followed by all staff and pupils.
- To build, develop and maintain effective relationships with parents, carers and members of the wider community to enhance the educational experience and outcomes of all pupils.
- Provide staff with high quality professional learning opportunities that enable them to thrive in their roles, develop professionally and effectively contribute to the school's core purpose.

Pastoral Leadership

- To lead KS3 teams including Heads of Year; demanding the highest standards of both behaviour and attendance of all pupils.
- To safeguard pupils through effective working with the wider leadership and pastoral teams alongside multi agencies.
- To work in partnership with parents, carers and wider community stakeholders.

Curriculum and Teaching

- To ensure pupils are provided with a broad, ambitious and coherent curriculum; to lead the Pathways process.
- To establish a culture and develop practices that enable all pupils to access the curriculum and learn effectively.
- To contribute to developing high-quality inclusive teaching across all subjects, built on an evidence-informed understanding of how pupils learn.

Organisational Effectiveness

- Support the development and evaluation of systems, processes and policies for their area of responsibility that enables the school to operate effectively.
- To contribute to the creation and implementation of the School Improvement Plan and take responsibility for leading key aspects of it.
- Provide effective line management of Middle Leaders, providing appropriate support, challenge and accountability.
- To support colleagues through effective direction, mentoring and coaching, so that they can be more effective in how they lead and manage pupils and staff.
- Ensure that the Headteacher and Governors are informed and advised about educational plans, policies and priorities and their impact.
- To promote collaboration within the Trust and across other external organisations in order to share expertise and secure benefits for the staff and pupils of the school.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the brand style
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person
- Participate in training and other learning activities as required
- Participate in the school's People Development Process
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- To represent the school/academy at events as appropriate
- To support and promote the school/academy ethos
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post
- To undertake any other reasonable duties at the request of the Executive Team and/or Headteacher

All post holders must comply with The Dean Trust professional standards. The job description will be reviewed as necessary and is subject to modification and amendment at any time after consultation with the post holder. Whilst every effort has been made to explain the key responsibilities of this post, this job description is not intended to be exhaustive, and every individual take undertaken may not be identified.

Personal Specification

	Essential	Desirable
Qualifications and training		
Honours Degree	✓	
Qualified teacher status	✓	
Evidence of recent and relevant professional development	✓	
Good honours degree (1 st Class or 2:1)		✓
Additional degree or management qualification		✓
NPQSL		✓
Experience		
Significant leadership experience as a middle leader within a secondary school	✓	
Evidence of demonstrable impact as a leader within a secondary school	✓	
Evidence of involvement and impact at a whole school level.		✓
Leading professional development that positively impacted on staff and the school.		✓
Leadership in more than one area of a school's work.		✓
Leadership experience in more than one school.		✓
Knowledge, skills and abilities		
Successful classroom practitioner with a record of excellent examination results.	✓	
Ability to establish positive and enriching relationships with colleagues, pupils and parents/carers.	✓	
Understanding of the principles of effective leadership and management and the ability to apply them.	✓	
Knowledge and understanding of current educational issues, particularly in relation to inclusion, and the ability to respond to them strategically.	✓	

Ability to provide open and honest feedback to bring about improvements.	✓	
An effective communicator both verbal and written.	✓	
Qualities		
Unwavering commitment to improving the life-chances of young people.	✓	
Has a strong and influential presence around school, being an excellent role model for staff and pupils.	✓	
Has high expectations and aspirations for all staff and pupils.	✓	
Models and upholds the highest standards of professional conduct	✓	
Self-aware and committed to personal and professional development.	✓	
Is loyal, reliable, committed and has high levels of integrity.	✓	

How to apply

If you are interested in this exciting opportunity, please apply through our online recruitment site, which is available via:

careers.thedeantrust.co.uk

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Recruitment Brochure



THE DEAN TRUST
Ashton on Mersey School

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“Trustees and members of the local governing committee support the school well to ensure it is a highly positive place for staff and pupils. Staff are eager to contribute to the school’s ambitious vision for pupils’ education.”

Ofsted

Welcome

From Our Headteacher



Ashton on Mersey School is one of the most popular and oversubscribed schools in the region with a reputation for excellence and aspiration. As Headteacher, I am proud to lead a team of people who truly believe that every pupil should achieve or exceed their potential.

Our mission statement is:

'Together, we will be the best we can be.'

This mission lives and breathes in every area of our school community with the development and progression of all colleagues central to our culture of collaboration and support. Whether you are joining us for the first time or continuing your journey here, I thank you for your interest and encourage you to become part of the Ashton on Mersey story.

Every member of our school is committed to a culture of high academic standards and is passionate about creating and embracing rich and diverse opportunities for young people. Such opportunities grow from a

team of committed people who thrive on the continuing professional learning pathways and programmes that Ashton on Mersey School and The Dean Trust provide. The school is also the home of The Believe Learning Institute which is the trust's centre for professional learning; is a provider of School Centred Initial Teacher Training (SCITT) and is a designated National Maths Hub (Turing NW Maths Hub), leading Mathematics programmes across the region. In addition, the school also has educational partnerships with Manchester United Football Club and Sale Sharks.

We are unwavering in our commitment to providing a first-class education for young people; for this to remain a reality we need the very best people who hold true to the Dean Trust motto of:

Believe Achieve Succeed

I look forward to working in partnership with you.

Mr Lee McConaghie
Headteacher

About Ashton on Mersey

Type

Secondary Academy (with Sixth Form) ages 11-18 years

Capacity

Year 7-11: 1270; Year 12-13: 300

Admission

This school has its own admission policies for the main school (Years 7 to 11) and in the Sixth Form (Years 12 and 13)

Ashton on Mersey School is in the central hub of The Dean Trust and serves the community of Sale and beyond. As part of our team you can contribute, collaborate and lead on many established areas that shape our school culture. The school has:

- An ambitious co-produced curriculum at key stages 3 and 4 leading to a full A-Level and vocational qualification offer in Key Stage 5 at our thriving sixth form.
- A reputation for securing examination results that are consistently strong; maintaining our reputation for ensuring pupils achieve the highest possible outcomes at Key Stages 3, 4 and 5; above all national averages.
- Modern, innovative and high-quality facilities with the latest technology solutions accessible to all staff and pupils and with sports facilities that rank alongside some of the best in the country.
- An exceptional character and personal development programme which involves a renowned provision of extra-curricular activity with specialism in Sport and Performing Arts.
- A dedicated group of teaching and support staff that lead excellent pastoral care in an inclusive school which maintains a traditional expectation with regards to standards of behaviour.
- Direct access to the Believe Learning Institute (The Dean Trust's centre for professional learning including leadership development), Turing NW Maths Hub and SCITT; all based on site.
- A thriving sixth form which provides a full suite of A-Levels and a comprehensive level 3 vocational offer.
- World class opportunities and partnerships forged with national and international partners including Manchester United Football Club, with whom we have provided an educational package for youth players for over 25 years, and Sale Sharks with Ashton on Mersey students participating in the ACE league.



Welcome

From Our CEO



Thank you for your interest in our Trust.

At The Dean Trust, we believe that our greatest strength lies in our people. Our People Strategy is built on a commitment to recruit, nurture, support and develop every member of our team, ensuring that together, we provide high-quality enriching experiences for all of our pupils.

Our vision is clear; to empower every pupil to Believe in themselves, Achieve their potential and Succeed in their journey through life. This is only possible through the dedication and expertise of our colleagues and why we prioritise and invest not only in professional development opportunities but also in wellbeing initiatives. This ensures that every team member feels valued, supported and inspired to become a better version of themselves.

We are ambitious in our vision to be a first-choice employer in the education sector. Whether you are experienced or just starting out in your career, we offer an environment where talent is recognised, potential is nurtured and careers flourish.

If you feel that our Trust is the right choice for your career, please contact us for more information.

Mrs Jane O'Brien
Chief Executive Officer



About The Dean Trust

At The Dean Trust, we are looking for exceptional, talented and passionate people who are dedicated to placing pupils at the heart of everything that they do. We are also committed to identifying, nurturing and empowering talent to become the next generation of specialists and leaders through our dedicated training facility, the Believe Learning Institute

www.thedeantrust.co.uk/believe-learning-institute/

Whether you are an experienced professional looking to advance your career or just starting your career journey, you will find unparalleled development opportunities for growth with us.

We are proud to have developed a rich, diverse and equitable culture where differences are celebrated and every contribution is valued and respected. We believe that when every voice is heard, we create an environment where both our people and pupils can thrive.

Our commitment to you

As a Trust your wellbeing is our priority. A healthy mind and body are essential for our people to feel motivated and perform to the best of their ability. We are committed to supporting your wellbeing through a range of wellbeing benefits and programmes.

Our generous Leave of Absence Policy provides paid time off to help support our people through a variety of life events including, house moves, religious festivals, special events as well as those unplanned events such as illness of relatives or support with bereavement leave. Enhanced benefits through our Maternity, Adoption, Paternity and Fertility Policies as well as a considerate approach to flexible working arrangements.

We ensure that our people feel valued and empowered because when you flourish, so do our pupils.



“Relationships between staff and pupils are excellent. Pupils apply themselves to their learning, demonstrate pride in their work and, consequently, most pupils make strong progress from their starting points.”

Ofsted



Our Benefits

We continuously strive for The Dean Trust to be a great place to work. In order to achieve this we offer a wide range of benefits to enhance wellbeing in the workplace for all our employees.



Conditions of Service

We adopt national terms and conditions for all teaching and non-teaching employees.



Occupational Sick Pay

Generous sick pay scheme, entitlement dependent on length of service.



Continuous Service

Recognition of local government continuous service.



Family Friendly Policies and Leave of Absence

Paid leave which supports a wide range of circumstances, including family emergencies and religious festivals.



Health Care Cash Plan

We are excited to be part of the Simplyhealth Care Cash Plan. The Trust will fund membership for all employees to receive money back on healthcare services.



Preferential Admission

Employees with two years at the Trust will benefit from preferential admissions arrangements for their children.



Free places to school-run Holiday, Breakfast and After School Clubs



The Believe Learning Institute

Access to high-quality professional learning and development programmes through our dedicated training centre.



Recognition Awards

Financial awards in recognition of long serving employees.



Employee Assistance Programme

Free and confidential counselling service available 24/7.



High Street Benefits and Discounts

Access to a variety of shopping discounts at national online and high street retailers.



Cycle to Work Scheme



Pension and Death in Service Benefit

Automatic enrolment into either the Teachers Pensions Scheme or the Local Government Pension Scheme for non-teaching employees.



Annual Leave

Generous annual leave entitlement for non-teaching employees.

Our Schools

The Dean Trust consists of 4 primary schools, 1 through school and 6 secondary schools in 4 Local Authorities: Manchester, Trafford, Knowsley and Wigan.

4
Local Authorities

11
Schools

9000+
Total Pupils

1100+
Total Employees

