

THE JOSEPH ROWNTREE SCHOOL



Haxby Road, New Earswick, York, YO32 4BZ

Tel No: 01904 552100

The Joseph Rowntree School

Post: Assistant Headteacher, KS4

Number on Roll: 1,271

Commencing: September 2025

Salary: L10-L14 (£62,202 to £68,586) - pending September 2025 pay award

Contract Term: Permanent

The Joseph Rowntree School is an ambitious secondary school based in state of the art facilities located in New Earswick in York, with a large catchment area and a wealth of strong relationships and networks in the wider community.

We are seeking to appoint a highly motivated, strategic and inspirational Assistant Headteacher to lead Key Stage 4.

Specific responsibilities will include:

- building on and improving KS4 progress and outcomes so that they become excellent for all of our students
- further development of a culture and ethos that underpins the development of high levels of student aspiration and ambition
- leadership of the KS4 reward systems
- line management of specific departmental areas. These will be agreed in line with the successful candidates' areas of expertise

The successful candidate will play a full role in our Senior Leadership Team. The appointment of our new Assistant Headteacher is a crucial part of our whole school improvement work and they will be integral to our plans for the future. They will share our commitment to high standards and will have the ability and ambition to help lead the school in the next stage of its development. We are focused on developing outstanding classroom practice and outcomes, providing excellent pastoral care and engaging students in wider opportunities and experiences that help develop them into well rounded individuals.

This is a fantastic opportunity for either an existing Assistant Headteacher or a successful Middle Leader looking to take the next step on the career ladder.

The successful candidate will:

- Be a strategic thinker and planner who can successfully lead school improvement
- Be wholly student centred in their approach, with a calm, unflappable nature
- Have the ability to positively influence the behaviours of different groups of students and individuals
- Have a demonstrable level of experience within secondary education that equips them to take this next step on their career path
- Have experience of successfully leading individuals and teams and holding them to account to help improve student outcomes
- Be able to use a range of leadership styles to create cohesive, supportive and effective teams
- Possess a practical understanding of how to analyse and use a full range of evidence, including performance data and external evaluations, to support, monitor, evaluate and improve aspects of the school, including challenging areas of under performance

- Be an excellent classroom teacher

We can offer you:

- A strong support network and a supportive, cohesive community – relationships throughout the school are welcoming, kind, inclusive and thoughtful
- A strong, supportive Senior Leadership Team and Governing Body
- A financially healthy and well resourced working environment
- A school that wants to continue to evolve and improve, whilst maintaining its excellent reputation for pastoral care and support
- An ambitious curriculum, which aims to give every child a love and thirst for learning
- An excellent working environment with fantastic modern facilities
- Opportunities for growth and personal development

When applying, please take into account the following:

If you would like to arrange a visit to the school prior to making an application, please call Rachel Walton on 01904-552160 or email recruitment@josephrowntreeschool.co.uk

Further information can be found on our dedicated recruitment site [Assistant Headteacher Recruitment site](#).

The Application Process:

If you wish to apply for this post, please complete the application form available on the Vacancies section of our School website: <https://www.josephrowntree.co.uk/Vacancies/>

Completed application forms should be emailed to Rachel Walton, Headteacher's PA/Senior HR Administrator - recruitment@josephrowntreeschool.co.uk

Key dates:

Application closing date: Sunday 11 May 2025 at midnight

Shortlisting: Monday 12 May 2025

Interview process: Thursday 15 and Friday 16 May 2025

References

When completing your application, please provide two employment referees. **One of these must be the Headteacher/Principal of your current or most recent school.**