



STANLEY HIGH SCHOOL RECRUITMENT PACK

Southport
Learning
Trust



ASSISTANT HEADTEACHER

WELCOME

Thank you for your interest in the role of Assistant Headteacher at **Stanley High School**. I am delighted that you are considering joining us at a time of real momentum, optimism, and renewed confidence in what our school can achieve for the young people and families we serve.

Stanley High School is a proud and ambitious community. In recent years, we have worked tirelessly to rebuild strength, stability, and a culture rooted in care, high expectations, and aspiration. You can feel that shift the moment you walk into our building. Our students increasingly speak of belonging, of feeling known and supported, and of being part of something that matters. This sense of connection is reflected in our **excellent attendance—now amongst the strongest in the local authority**—a testament to the growing trust between school, students, and families.

We are a school moving forward with purpose. Our staff are deeply committed to providing high-quality teaching, an inclusive environment, and the kind of opportunities that broaden horizons and build confidence. We know the journey of improvement requires both clarity and courage, and we are embracing it with a renewed sense of collective ambition. Every step we take is guided by a simple belief: **our children deserve the very best, and they deserve it every day.**

As Headteacher, I am incredibly proud of the resilience, professionalism, and heart shown by colleagues across our school. We have laid strong foundations for rapid improvement, and we are now looking for an Assistant Headteacher with the drive, integrity, and strategic insight to help accelerate the next phase of our development. This is a role that genuinely matters—a chance to shape culture, strengthen practice, and make a lasting difference to the life chances of our young people.

What makes this opportunity even more exciting is our place within **Southport Learning Trust**. Being part of the Trust connects us to a rich network of expertise, support, and collaborative energy. Our leaders work closely with colleagues across several schools, accessing professional development, contributing to trust-wide projects, and shaping improvement beyond our own site. For the right candidate, this is a chance to grow not only as a school-based leader, but as a **system leader**, helping to influence and contribute to a wider educational community.

The role will suit someone who is values-driven, passionate about great teaching, energised by challenge, and committed to building strong relationships with staff, students, and families. You will join a leadership team that is supportive, collaborative, and united by a shared determination to make Stanley High School a place where every young person thrives.

If you believe in the power of education to transform lives, if you are motivated by both the challenge and the privilege of school improvement, and if you want to be part of a Trust that invests in people and cultivates ambition, then I warmly encourage you to apply.

Thank you once again for your interest. I look forward to discovering the vision and expertise you would bring to our community.

Miss Nicki Gregg
Headteacher
Stanley High School



APPLICATIONS

CONTRACT: PERMANENT / FULL TIME

CLOSING DATE: MONDAY 23RD FEBRUARY 2026

INTERVIEW DATE: MONDAY 2ND MARCH 2026

START DATE: SEPTEMBER 2026 (or earlier)

SALARY: LEADERSHIP POINT 12-16

The new Assistant Headteacher will be appointed at the lowest point on the advertised range. If the successful candidate is eligible to be appointed at a point other than the minimum of the advertised range, the Local Governing Body will review and offer a salary within the ISR range based on current salary and/or previous experience.

In addition to the application form, applicants are to provide a supporting statement (that is no longer than 2 sides of A4 in length in font size 11) that:

- Outlines your vision for a successful school in the next 3-5 years
- Outlines the strengths you would bring to Stanley High School and Southport Learning Trust
- Clearly outlines how your experience to date has prepared you for the advertised post, making reference to the person specification

PLEASE SEND APPLICATIONS TO RECRUITMENT@STANLEYHIGH.CO.UK

CVs will not be considered

Enclosed in this pack is:

The job description and person specification for the role. Please use these to complete the application form for this post, setting out how you meet the criteria of the post. Please ensure that you complete the application form fully and do not leave any gaps in your career history.

An equal opportunity monitoring form which is enclosed with the application form. Please note the information on this form is used for monitoring purposes only and will not be seen by the shortlisting panel.

Our Recruitment Privacy Notice can be found on the school website, which sets out how we will gather, process and hold personal data of individuals as part of this recruitment process. If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date.

Stanley High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be requested to undertake an Enhanced Disclosure and Barring Service check. At least one member of our recruitment team for this post is Safer Recruitment trained and we adhere to Southport Learning Trust's Recruitment and Selection Policy for Employees and Volunteers.

We are proud to have an organisational culture where employees with varying perspectives, skills, life experiences and backgrounds – the best and brightest minds – can work together to achieve excellence and realise individual and organisational potential.

JOB DESCRIPTION

The Headteacher and Governors are looking to appoint an Assistant Headteacher who can demonstrate a passion for education, evidence a track record of successfully leading impactful whole school development, and someone who will invest their enthusiasm, passion and expertise in building better futures for our students.

MAIN PURPOSE:	<p>The Assistant Headteacher will play a pivotal role in driving forward the next phase of improvement at Stanley High School, contributing strategically and operationally to the school's ongoing journey of raising standards, strengthening culture, and securing excellent outcomes for all students.</p> <p>As a key member of the Senior Leadership Team, the successful candidate will bring high-level leadership expertise, professional credibility, and a proven ability to influence practice at whole-school level. We are committed to shaping the role around the skills, strengths, and passions of the successful applicant, aligning their expertise to the school's current improvement priorities. This may include areas such as curriculum development, teaching and learning, behaviour and attitudes, inclusion, personal development, culture and ethos, or other aspects of school improvement where their leadership can have the greatest impact.</p>
THE ASSISTANT HEADTEACHER WILL:	<ul style="list-style-type: none">• Provide exemplary strategic leadership, modelling the highest expectations for staff and students.• Lead key areas of school improvement that match their professional strengths and the evolving needs of the school.• Contribute to the development of a positive, ambitious, inclusive culture rooted in our values and shared commitment to every child's success.• Work collaboratively with colleagues across Southport Learning Trust, engaging with trust-wide leadership networks, contributing to collective improvement projects, and strengthening alignment across schools.• Play a significant role in ensuring that the school continues to build momentum, consistency, and excellence across all areas of its work.

This role requires a leader who is highly skilled, reflective, resilient, and able to inspire others. Above all, the successful candidate will bring a deep belief in the potential of our young people and the drive to help shape a school where every pupil can thrive.

PERSON SPECIFICATION

A: Application form & Supporting Statement **I:** Interview **R:** Reference **S:** Selection Exercises **E:** Essential **D:** Desirable

Specification		Evidence
Qualifications, Knowledge, Experience and Skills	<ul style="list-style-type: none"> • Qualified teacher status • Degree relevant to teaching subject • Evidence of recent and relevant continuous professional development <ul style="list-style-type: none"> ◦ Evidence of leadership training ◦ Evidence of successful middle leadership experience in a secondary school • Experience of successfully managing a whole school project or initiative • Successful experience of middle or senior leadership with clear evidence of impact • Experience leading improvement in at least one key area such as curriculum, teaching and learning, behaviour, inclusion, or personal development. • Broad knowledge of inclusion and SEND principles and how to support diverse learners effectively. • NPQSL, NPQH, or equivalent leadership qualification • Further postgraduate study related to education, leadership, curriculum, or SEND 	<p>E: A E: A E: A, S, I E: A, S, I, R E: A, I, R D: A, I, R D: A, I, R E: A, I, R</p> <p>E: A, S, I, R</p> <p>D: A D: A</p>
Teaching and Learning	<ul style="list-style-type: none"> • Experience of teaching in an 11-16 school • Excellent classroom practitioner • Demonstrable experience in analysing data to inform decision-making and drive improvements in pupil outcomes • Knowledge and understanding of all Key Stages in an 11-16 school • Evidence of planning appropriate interventions and measuring impact on student outcomes to ensure students maintain good progress • Ability to lead and develop initiatives to secure high standards of education 	<p>D: A E: A, S, I, R E: A, I, R</p> <p>E: A, S, I E: A, S, I, R</p> <p>E: A, S, I, R</p>
Leadership and Management	<ul style="list-style-type: none"> • Experience of effective and successful leadership of a school team • Understanding of relevant research and current educational developments • Experience of leading rigorous and robust quality assurance and performance management • Evidence of impact of leading successful whole school strategic initiatives • Experience of working with other schools and institutions to improve learning outcomes • Experience of contributing to successful staff development (e.g. coaching, mentoring, INSET for staff) • Evidence of ability to challenge mediocrity and underperformance appropriately • Excellent time management and organisational skills • The capacity to analyse complex information, make evidence-based decisions, and communicate those decisions clearly. • Experience of leading initiatives linked to attendance, safeguarding, ICFP, assessment, or other cross-school priorities. • Strong interpersonal and communication skills, including the ability to build trust, manage professional conversations, and foster strong relationships. 	<p>E: A, S, I, R E: A, S, I, R E: A, S, I, R</p> <p>D: A, S, I, R D: A, S, I, R E: A, S, I, R</p> <p>E: A, S, I, R E: A, S, I, R E: A, S, I, R</p> <p>D: A, S, I, R</p> <p>E: A, S, I, R</p>
Strengthening the Community	<ul style="list-style-type: none"> • Building relationships with stakeholders, outside agencies and other schools • Promoting the school in the wider community through a variety of activities • Working with parents/carers to improve student aspiration and achievement 	<p>E: A, S, I, R E: A, S, I, R E: A, S, I, R</p>
Personal Attributes & Professional Values	<ul style="list-style-type: none"> • A deep belief in the potential of every young person and a commitment to securing their success. • A strong alignment with the values of Stanley High School and Southport Learning Trust. • A commitment to inclusivity, equality, and safeguarding. • The ability to model professionalism and maintain the highest expectations of staff and students. • A collaborative approach and willingness to contribute to trust-wide improvement work. • The drive to contribute actively to the school's ambitious improvement journey. • A willingness to innovate, trial new approaches and contribute to the ongoing evolution of trust-wide systems and practices. • A passion for contributing to wider school life, enrichment, or community engagement. 	<p>E: A, S, I, R</p> <p>E: A, S, I, R E: A, S, I, R E: A, S, I, R</p> <p>E: A, S, I, R E: A, S, I, R D: A, S, I, R</p> <p>D: A, S, I, R</p>

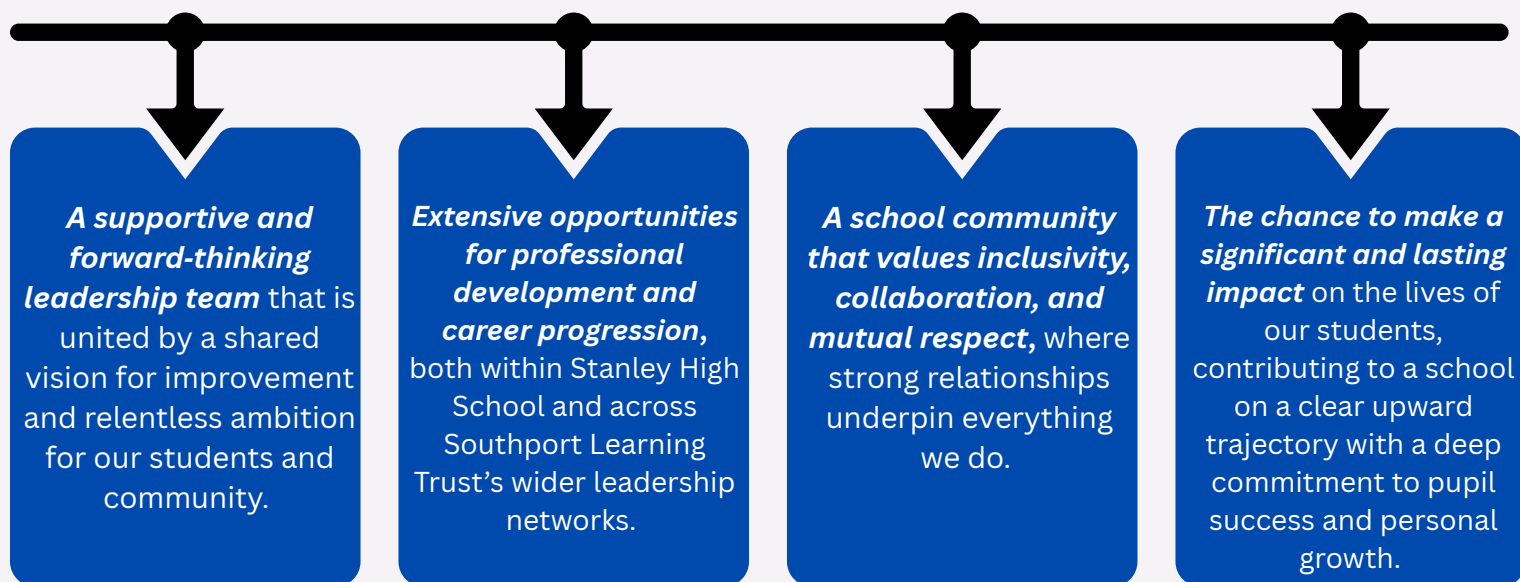
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Specification		Evidence
Safeguarding	<ul style="list-style-type: none"> Is aware and able to manage effective safeguarding policies and procedures Ability to deal with sensitive issues in a supportive and effective manner Knowledge of statutory guidance and the ability to model safe and ethical practice A thorough understanding of safeguarding responsibilities and a commitment to promoting the welfare and safety of children and young people 	E: A, S, I, R E: A, S, I, R E: A, S, I, R E: A, S, I, R
Other Skills, Personal Qualities & Attributes	<ul style="list-style-type: none"> Honesty, integrity, commitment, resilience, reliance, enthusiastic and optimistic High standard of literacy, numeracy, oral and ICT skills Experience of using Arbor, FFT, 4Matrix and other software packages effectively Excellent role model for staff and students: good attendance, punctuality 	E: A, S, I, R E: A, S, I, R D: A, S, I, R E: A, S, I, R

WHAT WE OFFER

At Stanley High School and across Southport Learning Trust, we are committed to ensuring that our leaders feel supported, valued, and empowered to make a meaningful impact. As part of our team, you will benefit from:



If you are a passionate, motivated educational leader and you are excited by the opportunity to contribute to a school and Trust that are determined to improve and thrive—we would be delighted to hear from you.

WHY JOIN SOUTHPORT LEARNING TRUST?

Southport Learning Trust is an inspirational multi academy trust that stands at the forefront of educational excellence and community engagement. Southport Learning Trust is one of the largest employers in Southport and surrounding areas thanks to our collaboration of schools which include *Birkdale High, Greenbank High, Meols Cop High, Range High School, Stanley High, Maghull High, Kew Woods Primary and Bedford Primary School*. Each of our schools are unique beacons of aspiration in their communities, our connectivity as a Trust makes us even stronger.

The trust is the heartbeat of the local community and its network spans over 6,700 students and over 800 employees. Southport Learning Trust is built on its four pillars which enables students to have access to the highest quality of education.



Andrew Brown Photography



Focus directly on school improvement. We are aware of the exceptional practitioners we have in the schools across the Trust. Utilising an Implementation plan focus we will liberate colleagues to prioritise collaboration as a catalyst to sustainable improvement.



‘Professional Improvement is school improvement’. Creating cultures across our family of schools in which professional development is central, will ensure that we are investing in the area that research tells us has the biggest impact on student progress.



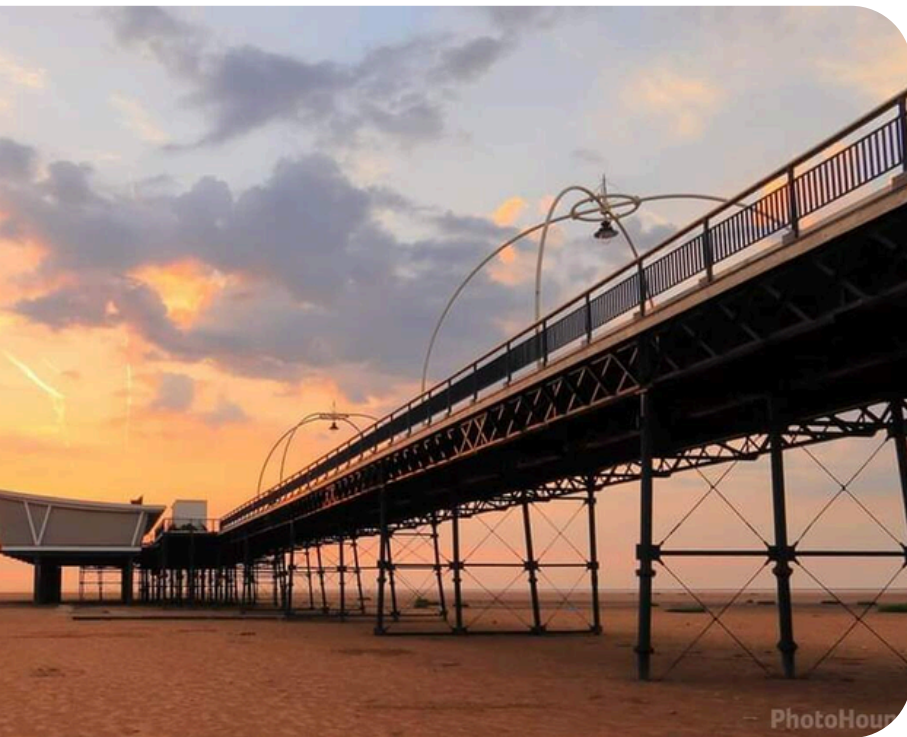
Our family of schools are all committed to inclusive education that is ambitious for all. We are driven to remove all barriers for our children and ensure they have equity in access to all areas of our curriculums and wider school life.



Committed to not only raising the aspirations of our students but importantly ensuring those aspirations are realised. Working in true partnership with our communities we will ensure our students are visionary thinkers, ambitious innovators and pioneers of the future.



EMPOWERING OUR COMMUNITIES TO POSITIVELY IMPACT THE WORLD



EMPLOYEE BENEFITS INCLUDE:

- **Continuous Professional Development and Learning:** we will support your career aspirations and support you to thrive in your role.
- **Generous Pension:** we are part of the Teachers' Pension Scheme for teaching staff and Merseyside Pension Fund for support staff.
- **Cycle to work scheme:** enjoy a healthy commute with our cycle-to-work programme, making bicycles more affordable.
- **Collaborative Working:** thrive in an environment that values teamwork and collaboration, with a culture of shared knowledge and collective success.
- **Wellbeing Support:** Staff receive access to the Schools Advisory Service Wellbeing App. Services include physiotherapy, counselling and private GP phone & video consultations. Click the link below to find out more. .

WHY SOUTHPORT?

Beautiful coastline: Sandy beaches and long promenade provide plenty of opportunities for relaxation and outdoor activities.

Affordable Property: Compared to larger nearby cities, Southport offers more affordable property prices.

Victorian Architecture: The town boasts a wealth of historic buildings, giving it a unique charm and character.

Green Spaces: Southport is home to a number of beautiful parks and gardens, including the Botanic Gardens and Victoria Park.

Proximity to major cities: easy access to nearby cities such as Liverpool and Manchester, making it convenient for work or more urban entertainment.

Health & Wellbeing: The coastal environment is often associated with a better quality of life, including fresher air, lower stress levels, and opportunities for outdoor fitness activities. The beach, parks, and overall tranquil setting contribute to a healthier lifestyle.

Community: The town has a strong sense of community, with various events and festivals throughout the year, such as the Southport Flower Show and Air Show. It's a family-friendly place with good schools and activities for children.

CLICK HERE



LEISURE & ENTERTAINMENT

Southport offers a range of entertainment options, from its famous pier and Pleasureland amusement park to theatres, cinemas, and a lively dining scene. Its golf courses, including Royal Birkdale, attract golfers from around the world.

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