



**ASSISTANT PRINCIPAL
QUALITY OF EDUCATION
RECRUITMENT PACK**

WELCOME FROM THE PRINCIPAL

Thank you for your interest in Rainhill High School.
I hope you find this information pack helpful. If you would like to know more about us before you apply please see our website rainhillhighschool.org.uk or alternatively contact jobs@rainhillhigh.org.uk

Our school has a long and strong record of academic success. The destinations that our students move onto are strong. Our continued focus is on raising the aspirations, achievements and confidence of all our students to ensure they have the best life chances; that all of our students leave us ready to take on the world with conviction and self-assurance. We make no apologies for having the highest expectations of all our students.

Our curriculum is ambitious. Students are expected to work hard, and this is complemented by our excellent pastoral care, support and guidance. You will find the staff here are determined to support academic achievement but also provide a wide range of enrichment and extra-curricular activities both within and beyond the classroom, ranging from trips to New York to football teams in school; all of which are important in building the confidence, resilience and experiences of every child.

Our school's mission is 'In Pursuit of Excellence' in everything that we do and our core values; Learn, Think, Contribute, Care, embody our determination to ensure that all our students receive a first-class education that enables them to take their place in society with confidence. We are a popular and high achieving school on the edge of Merseyside with a very strong reputation locally and significantly oversubscribed.

I am very proud of the continued success of Rainhill High School.



Mrs J Thorogood
Principal



ROLE OVERVIEW

COMMENCING:

1 September 2026

CONTRACT:

Full time, Permanent

CLOSING DATE:

9am on Monday 23rd February 2026

INTERVIEW DATE:

Monday 2nd March 2026

SALARY:

Leadership L14 - L18

LOCATION:

Rainhill High School, Merseyside
(Stephenson Multi Academy Trust)

Prospective candidates are warmly encouraged to visit the school. To arrange a visit, please call

01744 677205

Please return application form to

jobs@rainhillhigh.org.uk

At Rainhill High School, we are driven by the *Pursuit of Excellence* and our values Learn, Think, Contribute, Care. They define who we are and what we do.

We are an ambitious, inclusive 11–18 academy within the Stephenson Multi-Academy Trust, serving Rainhill, Nutgrove, Knowsley, Widnes and beyond. We are at an exciting stage of development and seeking an exceptional leader to join our Senior Leadership Team as Assistant Principal for Quality of Education.

This pivotal role will lead the development, implementation and impact of teaching, learning and curriculum across the school. You will oversee the management of Quality Assurance, ECT development and ITT partnerships, ensuring that professional growth and pedagogical excellence are embedded at every level.

You will bring strategic clarity, a deep understanding of curriculum and pedagogy, and the ability to inspire others to achieve the highest standards.

Under the Ofsted 2025 Framework, you will drive improvement through evidence-informed practice, ensuring that the *intent, implementation and impact* of our curriculum reflect our values and ambition for every learner.

If you are an experienced, values-driven leader with a proven record of improving teaching and learning and the passion to make a lasting difference, we would love to hear from you.

We believe that every student deserves a rich, ambitious curriculum and the chance to develop powerful knowledge, cultural capital, and the qualifications and skills to take their next steps with confidence.

Rainhill High School and Sixth Form is committed to safeguarding and promoting the welfare of children and young people as well as promoting equality of opportunity and community cohesion; where the diversity of different backgrounds and circumstances is appreciated and positively valued and expects all staff, volunteers and other workers to share in this commitment. This post is subject to an Enhanced Disclosing & Barring Certificate and online searches as part of our Safer Recruitment & Selection Procedures.



“The culture of improvement is something I love about working for Stephenson Academy Trust. At Rainhill High School, we have a bespoke approach to CPD for all staff members from ECT to Senior leader. Each member of staff is supported to work on their teaching pedagogy through a collaborative approach that meets the needs of the teacher at all stages of their practice. I feel that this quality of education centred approach supports the wellbeing of the staff and allows teachers to make significant and measurable improvements to their teaching and learning pedagogy which in turn supports the students.”

Rainhill Teacher

“Helping my child to be the best they can be.”

Parent

“A dedicated teacher who encourages and guides my child in lessons. Makes the lessons enjoyable and provides positive feedback. An excellent teacher.”

Parent

“Because from the caretaker to the headteacher, all the staff are amazing. Thank you.”

Parent

“Knowing that my child feels happy/safe whilst eager to learn around her.”

Parent

“Fantastic, great communication with parents and great educators, making learning fun and getting results.”

Parent

“I couldn’t have asked for a better form tutor for my son. It’s really reassuring to know that there is someone there to support him and check in with him daily. He has thrived since starting high school and I am very grateful for her kindness and reassurance.”

Parent



JOB DESCRIPTION

ASSISTANT PRINCIPAL

(QUALITY OF EDUCATION)

Trust: Stephenson Multi Academy Trust Rainhill High School
Grade: STPCD Leadership Scale L14 - L18
Contract: Full time, Permanent

Start date: September 2026
Responsible to: Vice Principal

Responsible for: Lead Practitioners and Faculty departments

Core Purpose

1. Lead the strategic direction for teaching, learning and curriculum, ensuring that Rainhill's commitment to excellence is embedded in intent, implementation and impact.
2. Oversee the quality assurance framework, including lesson observation, book/work scrutiny, learning walks, and triangulated evaluation, driving measurable improvements across all subject areas.
3. Oversee the management of induction, progression and evaluation of ECTs (Early Career Teachers) in line with statutory requirements and best practice, ensuring Rainhill is a place where new teachers thrive.
4. Oversee the liaison with ITT providers and the coordination of trainee support, mentoring, progress reviews ensuring alignment with school standards.
5. Embed evidence-informed professional development across the school, aligned with Rainhill's values and strategic priorities, ensuring each teacher's growth is purposeful and impactful.
6. Analyse internal and external data (attainment, progress, internal assessments, SEND, disadvantage) to identify trends, strengths and areas for improvement; present clear recommendations to SLT, governors and stakeholders.
7. Support subject and faculty leaders in maintaining curriculum coherence, vertical progression and alignment with the expectations of the new Ofsted 2025 framework (focus on curriculum intent, inclusion, impact).
8. Lead internal "inspection readiness"—mock inspections, evidence collation, curriculum review, stakeholder feedback—with confidence in showcasing the narrative of Rainhill's journey.
9. Promote Rainhill's core values in teaching, learning, relationships and decision-making—ensuring our ethos of **Learn, Think, Contribute, Care** is lived in classrooms, corridors and staff rooms.
10. Deputise for the Principal as required, contribute fully to SLT, and engage with parents, governors, the wider school community and external partners.

Fulfil wider professional responsibilities

1. Make a positive contribution to the wider life and ethos of the school.
2. Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
3. Deploy support staff effectively.
4. Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues communicate effectively with parents with regard to pupils' achievements and well-being.

PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

1. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by;
2. Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.
3. Showing tolerance of and respect for the rights of others.
4. Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

5. Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
6. Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.
7. Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications & Training	QTS/QTLS and degree. Ongoing CPD in leadership and curriculum.	NPQ (ML,SL,EL)	Application / Certificates.
Experience	<p>Successful teaching experience across KS3–5</p> <p>Proven track record of outstanding classroom practice and positive impact on student outcomes</p> <p>Experience leading on teaching, learning, curriculum, or quality assurance at whole-school or faculty level</p> <p>Experience of mentoring and developing colleagues, including ECTs and/or ITT trainees</p> <p>Experience of developing and evaluating CPD programmes</p>	<p>Experience contributing to or leading Ofsted preparation / inspection</p> <p>Experience working in or with Sixth Form provision</p>	Application/Interview/Reference Observation
Knowledge and Understanding	<p>Deep understanding of curriculum intent, implementation and impact.</p> <p>Thorough knowledge of the new Ofsted 2025 Education Inspection Framework (EIF) and its implications for teaching and leadership</p> <p>Understanding of statutory responsibilities for ECT induction and ITT provision</p> <p>Knowledge of effective QA systems, self-evaluation and school improvement planning</p> <p>Awareness of current educational research, national policy and evidence-informed teaching practices</p> <p>Understanding of inclusion, equality, and how to remove barriers to learning</p> <p>Familiarity with data analysis tools and how to interpret performance data for improvement</p>		Interview/Task

Leadership & Management skills	<p>Proven ability to inspire, motivate and develop staff at all career stages</p> <p>Skilled in leading change and managing performance to achieve sustained improvement</p> <p>Ability to establish clear expectations, hold others to account and provide constructive feedback</p> <p>Strong communication, presentation and interpersonal skills</p> <p>Capacity to think strategically and translate vision into effective action</p> <p>Ability to foster a positive, inclusive, and collaborative culture in line with school values</p>		<p>Interview/Reference/Task</p>
Personal Qualities & Values	<p>Demonstrates alignment with Rainhill's values – Learn, Think, Contribute, Care</p> <p>Commitment to the school's ethos and the "Pursuit of Excellence" for all learners</p> <p>Reflective, self-aware and open to feedback</p> <p>Resilient, adaptable, and solution-focused under pressure</p> <p>Demonstrates integrity, professionalism, and emotional intelligence</p>		<p>Interview/Reference</p>
Other	<p>Commitment to safeguarding, equality, diversity, and inclusion</p> <p>Willingness to contribute to wider school life and extracurricular enrichment</p> <p>Excellent attendance and punctuality record</p>		<p>Interview/Reference</p>



STEPHENSON TRUST

Stephenson Trust is based in Rainhill, Merseyside and is currently a single school in a multi academy trust. We have several external partners, including Hope University, Ambition Institute, SSAT, Rainbow teaching school hub and the educational endowment fund.

We are now seeking to expand in the next couple of years with those who share our desire to provide an excellent education

In our trust, our vision is one of excellence for everyone, pupils and staff. We believe that by working together, we can make a positive difference to children's lives. We place emphasis on wellbeing, collaboration and professional development for our staff, underpinned by research. Our aim is to ensure our students finish their education with us as well-rounded, well-grounded individuals who will make a positive contribution to society, which is partly achieved by ensuring our workforce is supported and professionally challenged, underpinned by comprehensive CPD programmes and wellbeing initiatives. We offer the following benefits, designed to promote your wellbeing and make your role enjoyable and rewarding.

For the right candidate there will be additional opportunities based on potential, ability and capacity to make a difference across the team and the school.

BENEFITS OF WORKING FOR STEPHENSON TRUST

- A culture that actively promotes a positive work-life balance
- Teachers pension scheme with a generous employer contribution
- Flexible and Family Friendly Policies
- Continued Professional Development
- Lifestyle benefits and discounts
- Competitive salaries
- Free on-site parking
- On-site catering facilities

HOW TO APPLY

<https://rainhillhighschool.org.uk/about/rhs-vacancies>

GUIDANCE FOR COMPLETING YOUR APPLICATION FORM

Your application form should be submitted to the school by email to the school's job vacancies email address provided, or by hard copy to the school postal address. Your application consists of two parts; the application form and the optional Equal Opportunities form.

Your application form will be used to measure you against the essential criteria as identified on the person specification. This is your opportunity to sell your skills, abilities and experience. It is important that you read the job description and person specification carefully and ensure that your application is tailored to the role you are applying for. You may also wish to submit a covering letter outlining how your career to date has prepared you for the post.

Take time to check your application form to ensure that you have completed all sections. Also check for any spelling and grammatical mistakes.

The Equal Opportunities form will be used to assist in monitoring the effects of the school's equal opportunities policy in recruitment and selection and will help us to develop and improve.

If you are applying for a post that includes working with children or vulnerable adults please include the date that you left secondary education. We may contact any of your previous employers to confirm information provided in your application.

Section 6: This is your opportunity to demonstrate to the shortlisting panel how you meet the essential criteria of the person specification. Use specific examples and evidence of your skills, abilities and experience to demonstrate how you meet the criteria.

Section 7: Please provide details of two referees, one of whom must be your current or most recent employer. Referees cannot be relatives or people writing solely in the capacity of friends. If you are applying for a post which involves working with children or vulnerable adults and you are not currently working with children or vulnerable adults, but have done so in the past, please provide details of the most recent employer of this type of employment.

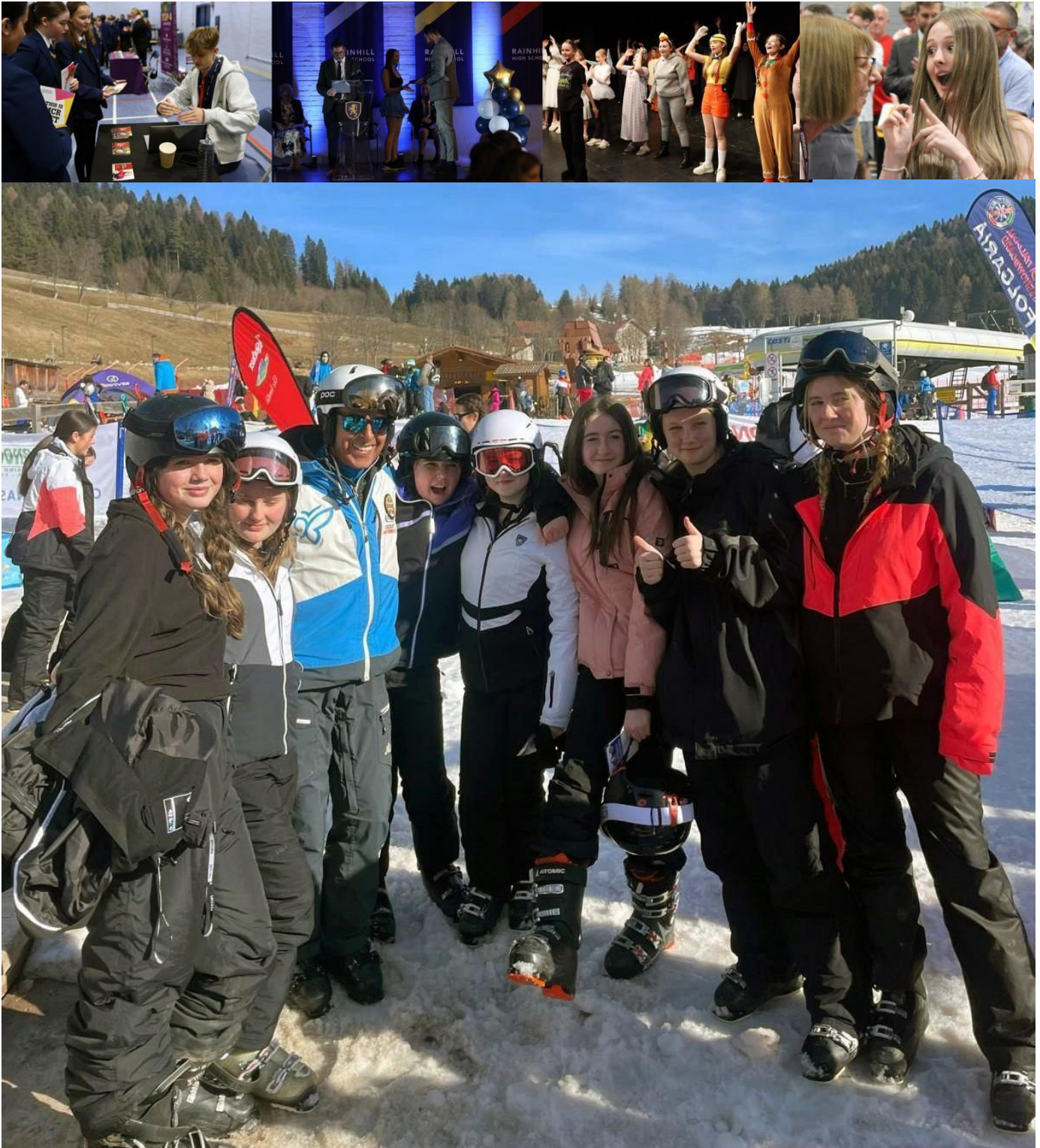
Section 14: In line with the statutory guidance document Keeping Children Safe in Education (2024) the trust will conduct online searches after the shortlisting process for any candidates who accept an invitation to interview.

You are required to sign the form to confirm that the information you have provided is accurate and true. Providing false or misleading information could result in your application being rejected, a conditional offer being withdrawn or lead to disciplinary proceedings which may result in dismissal. If you send your application by email, it will be deemed that you have signed the declaration. You will be required to sign a copy of your application form if you are invited for interview or if you are offered the post subject to further checks.

Application forms should be returned to jobs@rainhillhigh.org.uk

Please note it is our policy to retain all application forms for unsuccessful applicants for a period of six months, after which time they are securely destroyed.

Click here for the Teacher [Application Form](#)





**RAINHILL
HIGH SCHOOL**

RAINHILL HIGH SCHOOL
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WWW.RAINHILLHIGHSCHOOL.ORG.UK