



Associate Headteacher (with Additional Responsibilities for Mathematics Across the Trust)

Application Pack

BRINGING EDUCATION TOGETHER

Dear Colleague,

Altus Education Partnership was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from our desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises four academies:

- **Rochdale Sixth Form College** opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly one of the highest performing colleges in the country according to the DfE's Performance Tables and National Achievement Rate tables
- **Edgar Wood Academy** is a secondary school which opened in a new build in 2021 under Wave 13 of the Free Schools' programme. The Academy has already established a strong reputation in the local community and is significantly over-subscribed for 2024-25
- **Kingsway Park High School** is an Ofsted rated Good school with a strong track record of providing its students with an excellent education. The Academy recently benefitted from a new teaching block which opened at the end of 2024
- **Bamford Academy** is an Ofsted rated Good school providing a caring and nurturing environment for all of its pupils; it is a popular first choice for many parents and young people in the local community

We are delighted that **Caldershaw Academy** will join Altus Education Partnership on 1st July 2025.

Altus Education Partnership is now on the cusp of significant and rapid growth, with a high number of schools indicating an interest in joining the Trust, and seven of these schools entering into a Trust Partnership Agreement. This means that while the Trust currently has around 4,500 students and 500 staff over 4 academies, within three years this could easily increase to around 10,000 students, 1,000 staff and 10 or more academies.

Additionally, the Trust has codified and solidified its relationship with a number of key educational partners in the borough. Most notably, and uniquely in the sector, Altus has a Memorandum of Understanding with Hopwood Hall College around the curricula the two colleges offer, and to support transition of students to post-16 education.

If you feel inspired by our strategy and what we are trying to achieve, I'd be delighted if you submitted your application. Full details and all documentation are in this pack; if you wish to discuss the post further, please do not hesitate to contact us.

I very much look forward to hearing from you.

Yours faithfully



Richard Ronksley
CEO

Making your application

I hope that when you read this pack you are inspired to apply for the post. If you are, then this is what you need to do:

Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than two sides of A4 which should address the criteria in the person specification.
3. Send your application by email to recruitment@altusep.com.

Deadline

The deadline for the post is **Friday 28th March 2025** to arrive no later than 12.00 midday. Interviews are expected to take place on **Friday 4th April 2025**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

Schools Leadership Pay Scale, Points L25 – L29, currently £89,830 - £99,067

Start Date

September 2025

For an Application Pack

1. Visit www.altusep.com or
2. Contact: recruitment@altusep.com

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Altus Education Partnership Vision, Mission and Values

Our Vision & Mission

To advance education in the borough of Rochdale and its surrounds so that young people lead happy and fulfilling lives and make positive differences to their communities and society.

Our Values

At every level of the Trust, we fully subscribe to the Seven Principles of Public Life. Regardless of legal status, we expect a similar commitment from those with whom we work.

In addition, we are:

- **Committed to improving the lives of our students**
- **Clear on our approach to inclusivity and excellence**
- **Dedicated to the borough of Rochdale, its communities, and its surrounds**
- **Accountable for our actions. We will always seek solutions, not blame**
- **Responsible for one another. If one fails; we pull together. If one succeeds; we celebrate. Success or failure; we all learn**
- **We do what we say we'll do, and we do it well**

The Ambition is that by the time students leave they will:

- Have achieved their personal academic potential giving them a greater choice in life
- Have the highest aspirations and developed the self-esteem, confidence, and emotional resilience to exploit their potential
- Be contributing members of the community and have compassion for others
- Be able to celebrate their success and that of others
- Have developed the confidence to overcome barriers to success
- Be articulate, creative, and prepared for future growth and learning
- Be happy!

Shared Objective for all Staff: "To maximise students' achievements"

- At Altus Education Partnership we do this through engaging our students in their subjects and inspiring them to enjoy their studies in a totally positive atmosphere
- Our students are challenged to achieve through a culture of high expectations and a belief in their ability
- Above all, staff at Altus Education Partnership like their students and demonstrate this through their daily conduct and interaction

Job Description

Job Title:	Associate Headteacher (with Additional Responsibilities for Mathematics Across the Trust)
Reports to:	Head of Academy Improvement/CEO
Contract:	Full-time, Permanent, Term Time Only
Salary:	Schools Leadership Pay Scale Points L25 – L29, £89,830 - £99,067
Start Date:	September 2025

Overall Purpose of the Post

The Associate Headteacher will play a pivotal role in the leadership and strategic direction of the academy while also overseeing the development and implementation of mathematics education across the Multi-Academy Trust (MAT). This is an exciting opportunity for a dedicated and visionary leader to drive excellence in teaching, learning, and outcomes both at the academy level and across the trust's schools. The post holder will support the Headteachers in achieving outstanding educational standards while ensuring that mathematics teaching is innovative, consistent, and impactful across all academies.

Responsibilities

School Leadership and Management

- Lead by example and model the values of the Trust.
- Support the Headteacher and Executive Leadership Team in delivering the school's vision, ethos, and strategic priorities.
- Lead on whole-school improvement initiatives, ensuring high standards of teaching, learning, and pupil progress.
- Contribute to the strategic direction of the trust by shaping policies, assessment strategies, and staff professional development.
- Work with Faculty Leaders across our academies to diagnose areas of strength and development needs
- Take a strategic lead on ensuring the consistent delivery of the curriculum across the Trust's secondary schools.
- Support Ofsted-ready preparation and to use subject reviews and guidance to advise how each department needs to prepare in readiness for monitoring visits.
- Provide strategic leadership and training for TLR holders of statutory performance management target-setting and review across the whole organisation.
- Establish, monitor and evaluate systems, processes and policies so the school and mathematics faculties can operate effectively.
- Relentlessly drive standards of behaviour, punctuality and attendance for all students, challenging staff perceptions and expectations where these are not in line with those of the Trust and school.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Be a visible and approachable leader, supporting staff, students, and the wider school community.
- Ensure compliance with safeguarding, health and safety, and equality policies across all schools.

- Ensure honest, open and constructive professional dialogue is formed between all stakeholders and is exemplified in leadership behaviours.
- Deputise for the Headteacher when required.

Mathematics Leadership Across the Trust

- Develop and implement a trust-wide mathematics strategy to improve attainment and progress in all schools.
- To have a strategic oversight of the intended curriculum in both secondary schools which affords students the opportunity to study for the higher tier GCSE in mathematics. To track this from the start of Year 7 to ensure teams understand the need for early interventions.
- Support subject leaders and subject faculty lead in delivering high-quality mathematics teaching.
- Ensure that Mathematics leaders understand their professional responsibilities and are held to account.
- Design and oversee professional development programs for mathematics, ensuring consistency in teaching approaches.
- Monitor and evaluate mathematics curriculum implementation, using data analysis to inform improvements.
- Drive innovation in mathematics pedagogy, including the effective use of technology and cross-curricular links.
- Identify and address gaps in mathematics attainment, working with school leaders to tailor interventions and targeted support.
- Collaborate with external organisations, exam boards, and educational experts to ensure best practices in mathematics education.

Teaching and Learning

- Model outstanding teaching practice and provide coaching and mentoring for staff exemplifying the Nolan principles.
- Lead whole-school initiatives that enhance pupil engagement, confidence, and achievement.
- Support the implementation of effective assessment and feedback strategies that drive pupil progress.
- Promote a positive and inclusive learning environment where all pupils can succeed.

Governance, Accountability and Working in Partnership

Under the direction of Head of Secondary and Sixth Form, the Associate Headteacher will:

- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools and organisations in The Trust
- Actively seek to improve and develop the partnership and communication between the school & parents.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.
- Understand and welcome the role of effective governance, accepting responsibility for all aspects of school performance.
- Provide data and information for the Trust and local Governing Body in a timely manner and effective format so that all stakeholders can understand it.
- Ensure the effective collaboration, co-operation and co-production between Trust central services and the school related to areas of responsibility.

General Requirements

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An Enhanced DBS check will be carried out on the successful candidate
- The Trust is committed to equal opportunities for all
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work
- The terms and conditions are specified within the contract of employment

This job description is a representative document. Other reasonably similar duties may be allocated from time-to-time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Person Specification

No.	CATEGORIES	Assessed by:		
		Essential/ Desirable	App Form	Interview
QUALIFICATIONS				
1.	Qualified Teacher Status (QTS) with substantial experience in a senior leadership role at deputy level	E	✓	✓
2.	A postgraduate qualification in educational leadership or mathematics education.	D	✓	✓
EXPERIENCE				
3.	Proven track record of raising achievement at whole school level and in mathematics	E	✓	✓
4.	Experience of leading whole-school initiatives that have improved student outcomes.	E	✓	✓
5.	Experience of accurate and impactful quality assurance monitoring. You will be able to verify internal judgments within the schools.	E	✓	✓
6.	A proven track record of leading Mathematics and middle leaders of other departments in the drive to achieve strong outcomes.	E	✓	✓
7.	Experience working across multiple schools or within a multi-academy trust.	D	✓	✓
8.	Experience in leading large-scale teacher training programs.	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
9.	Strong knowledge of national education policies, curriculum frameworks, and assessment models.	E	✓	✓
10.	Excellent leadership, communication, and interpersonal skills.	E	✓	✓
11.	Ability to analyse data effectively and use it to drive strategic decision-making.	E	✓	✓
12.	Commitment to professional development and continuous school improvement.	E	✓	✓
13.	Adept at working independently so that you are self-driven. You are equally skilled at working within a large team, contributing strongly to a collective ethos.	E	✓	✓
14.	Familiarity with digital tools and emerging technologies in mathematics education.	D	✓	✓
PERSONAL CHARACTERISTICS				
15.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	✓	✓
16.	Willing to be accountable and to take personal responsibility for own actions.	E	✓	✓
17.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	✓	✓



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