



The Rudheath
Senior Academy

Deputy Headteacher Achievement & Standards

September 2025

Leadership Scale

Middlewich Road, Northwich, Cheshire, CW9 7DT

www.rudheathsenioracademy.org.uk



About the Role

Deputy Headteacher – Achievement & Standards

September 2025



Deputy Headteacher

Are you an individual who can build on success, has a vision for teaching excellence, and understands how important the right curriculum is to inspire children to learn? **If so, Rudheath Senior Academy is the school for you!**

Due to the successful appointment of the existing postholder to Headteacher, we are seeking to appoint a Deputy Headteacher overseeing Achievement and Standards from September 2025, as part of an exciting new leadership structure that centres around collaboration and shared responsibility that leads to good student outcomes.

We require an ambitious and highly effective leader with experience at either senior or middle leadership level, with a strong academic track record, who can ensure that a culture of high expectations is consistently applied across our school. You will have specific responsibility for the strategic direction and development of the quality of education, curriculum development, and the promotion of diversity and inclusion across the community.

Key attributes for the role include:

- Leadership experience, vision and ability to drive forward change.
- A passion for working with young people and offering them the breadth of opportunity and aspirations to excel.
- The ability to motivate and inspire individuals and teams around you, fostering a culture of trust, consistency, and learning.
- Proven track record of impacting positively on standards.
- A relationships-based approach to working with staff, students and parents/carers.
- Enthusiasm for educational improvement and life-long learning.
- The skill to innovate and embrace new initiatives.
- A reflective practitioner with excellent organisational skills.
- An excellent knowledge and understanding of a world-class curriculum suited to the needs of our school.

“This school is a friendly and welcoming community. Staff know the pupils well and ensure that they are well cared for.”

- Ofsted, 2023



Key Elements of the Role

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Key elements of the role will be:

- To lead on whole school curriculum development, innovation in teaching and learning and raising standards for all students.
- To lead curriculum development and to ensure that it is innovative, diverse, fit for purpose and supports all students to make progress, leads to good attendance, and builds on an inclusive and safe school environment.
- To lead and manage curriculum development, planning and provision, including the Guided Choices Process in Year 9.
- To lead on timetabling, so that staffing and curriculum are maximised and effective.
- To have strategic oversight of the development of CEIAG across KS3 and 4 and work with the Careers Lead to make sure that we continue to meet the Gatsby Benchmarks.
- To design and oversee the delivery of a comprehensive CPD training programme for staff, with particular focus on the common responsibility of all school staff to support an exemplary safeguarding and attendance culture at all levels.
- To monitor, review and continually improve the effectiveness and impact of teaching and learning within the school.
- To lead and manage all of the qualifications, examinations provision and associated statutory requirements.

Responsible to: Headteacher

Salary: Leadership Scale, Competitive and Negotiable (based on experience)

Responsible for: Leadership of Middle Leaders (Heads of Faculty)

Key Relationships: Pupils, Senior Leadership Team, Teaching & Support Staff, Form Tutors, Governors, External Agencies, Parents, Local Community.

Working Pattern: Full Time

Contract: Permanent

Disclosure Level: Enhanced

School Visits: If you would like further information, to have an informal conversation, or to arrange a school visit, please contact Christine Williams, Headteacher, by emailing cwilliams@rudheathsenioracademy.org.uk.

The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Job Description

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This is a senior leadership post where the post holder needs to be responsive and proactive in the context of strategic priorities. It is not possible, therefore, to set out a full range of duties. The following is an indicative list.

- To ensure that the whole school and subject curriculum have clear curriculum intent and implementation, working with other senior leaders to align the options process and timetable to the school's vision and values.
- To build curriculum offers that demonstrate aspiration, high expectations for our pupils and fully prepare them for the next phase of their learning, enabling them to progress successfully and excel.
- To ensure that the school's curriculum offer provides continuity of learning and the building of powerful knowledge, skills and competencies for learning.
- To ensure the Curriculum Intent and Implementation leads to strong outcomes for all.
- To continually monitor the curriculum to ensure it is relevant to students' needs, meets appropriate national accreditation and delivers outstanding progress and attainment
- To ensure the Pupil Premium Plan is robust, monitored and targeted so that there are no gaps in progress, attainment and attendance.
- To hold designated Head of Faculties to account for the quality of the curriculum provided in terms of intent, implementation, and impact.
- To work with Heads of Faculty to build an inclusive shared vision and practices across so that no pupils are left behind and all pupils make excellent progress.
- To hold a detailed understanding of national inspection frameworks in relation to progress and attainment.
- To hold a detailed understanding of national performance measures and how curriculum and assessment impact on these outcomes.
- To be a role model for others, demonstrating outstanding teaching and establishing high standards in achievement and discipline.
- To advise colleagues on a coordinated approach to curriculum sequencing and design in their areas.
- To lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance.
- To hold a genuine passion and belief in the potential of every student.

Person Specification

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Essential	Desirable
Qualifications <ul style="list-style-type: none"> Honours degree PGCSE and QTS 	<ul style="list-style-type: none"> First-class or upper second-class degree Further degree or related qualification Senior Leader training programme
Experience <ul style="list-style-type: none"> Successful leadership at Middle/Senior Leadership level Track record of successful whole-school leadership to improve provision and enhance the wider development of students Experience of developing a curriculum or system reform, based on evidence-based research which is current and forward-thinking Developing colleagues/line management/coaching others Successful experience of managing change 	<ul style="list-style-type: none"> Understanding of local and national curriculum requirements Outstanding track-record of outcomes as a teacher Evidence of managing whole-school change Recent Ofsted inspection training Evidence of CPD towards Senior Leadership
Knowledge/Skills <ul style="list-style-type: none"> Detailed knowledge of best practice in the quality of education, and promoting engagement with key stakeholders Know how to best improve outcomes for students irrespective of specific needs or groups e.g. SEND, disadvantaged/PP, FSM/EAL etc. Knowledge of ways to interpret data and to use this to evaluate the impact of actions taken Knowledge of a curriculum offer can promote sustained excellence Managing budgets and being resourceful to ensure value for money High standards of written and spoken English 	<ul style="list-style-type: none"> Evidencing of embracing evidence-based research to improve systems and practice Knowledge of current inspection framework and impact on school Knowledge of IDSR and analysis of outcomes Knowledge of best practice in teaching and learning to ensure world-class standards
Special Requirements <ul style="list-style-type: none"> Ability to work as a team member and as a leader of a large team Empathy with students and colleagues Excellent organisational skills Good interpersonal skills, intuition, tact and resilience 	<ul style="list-style-type: none"> Willingness to contribute to the wider life of the school Working in partnership with governors

Recruitment Information

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How to Apply

Should you wish to apply for the post, please complete our online application form which is accessed via the vacancies page of the school's website (www.rudheathsenioracademy.org.uk), and send this to recruitment@rudheathsenioracademy.org.uk by the closing date and time.

Closing date: **Monday 5th May 2025**

Time: **09:00am**

Safeguarding Commitment

The North West Academies 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 offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.



Why North West Academies Trust?



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NWAT believes that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high-quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residential, swimming, inter-school sports and special days out take pride of place on all of the Trust school calendars.

For our staff, we offer:

- Flexible working arrangements.
- Enrolment to the Medish Proactive Health Plan to help with costs of everyday healthcare.
- Access to 24/7 Employee Assistance Programme.
- Accredited counsellor to offer wellbeing support for all staff.
- Positive recognition culture.
- Bespoke professional development opportunities.
- Open door policy for communication across the Trust.
- Opportunity to contribute to the growth and development of NWAT.

*“Opening Children’s
Eyes to the
Wonderful World of
Possibility”*

