



The Rudheath Senior Academy

Deputy Headteacher Behaviour & Attendance

September 2026

Leadership Scale

Middlewich Road, Northwich, Cheshire, CW9 7DT

www.rudheathsenioracademy.org.uk



About the Role

Deputy Headteacher – Behaviour & Attendance

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Deputy Headteacher

Are you an ambitious leader who can build on the strong foundations of an established school community? Do you have a clear vision for cultural excellence and recognise the importance of positive, purposeful relationships with students, staff, families and external partners?

If so, Rudheath Senior Academy would be delighted to hear from you.

We are seeking to appoint a Deputy Headteacher overseeing Behaviour and Attendance from September 2026, as part of an exciting new leadership structure that centres around collaboration and shared responsibility that leads to strong student outcomes.

The successful candidate will provide strategic leadership for behaviour and attendance, while also holding operational oversight of pastoral systems across the academy. We require an enthusiastic and passionate individual with experience at either senior or middle leadership level, with a strong academic and pastoral track record, who is inspirational and dynamic, and with the vision and commitment to make a positive contribution to our school. You will play a key role in shaping a strong, inclusive culture where high expectations, consistency and care enable students to thrive both academically and personally.

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, behaviour and attendance.
- 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 world-class pastoral provision.

“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:

- Provide strategic and operational leadership for behaviour and attendance, ensuring alignment with the whole-school vision and values.
- Lead the development, implementation and ongoing evaluation of systems and processes that promote exemplary behaviour, inclusion and strong attendance.
- Work innovatively and collaboratively with the attendance team, embedding the principle that inclusion and attendance are the collective responsibility of all staff.
- Design, implement and quality-assure a comprehensive pastoral training programme that strengthens staff confidence, consistency and impact.
- Build and maintain positive, productive relationships with key stakeholders, including line-management of middle leaders, coordination of pastoral teams and effective partnership working with external agencies, setting clear expectations to secure the highest standards of pastoral care.
- Lead and contribute to whole-school assemblies and support pastoral teams in driving excellence in inclusion, behaviour and student wellbeing.

Responsible to:	Headteacher
Salary:	Leadership Scale, Competitive and Negotiable (based on experience)
Responsible for:	Assistant Headteacher, Pastoral Managers, Heads of Year, Attendance Lead, Form Tutors, and Pastoral Support Staff.
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.

- Lead the strategic development of behaviour and attendance in line with the whole-school vision, working closely alongside the Assistant Headteacher and the wider Senior Leadership Team.
- Coordinate and line-manage the work of Heads of Year (Years 7–11), Pastoral Managers, the Internal Inclusion Room and wider support staff, ensuring a cohesive and highly effective pastoral team that meets the needs of all students.
- Provide oversight of celebrations and rewards systems, led operationally by the Assistant Headteacher, ensuring that the principles of High Performance Learning are embedded and that student achievement is consistently recognised and celebrated.
- Support the effective delivery and continual evaluation of the behaviour system, providing guidance, training and challenge to staff to secure the highest standards of behaviour for learning both in and beyond the classroom.
- Maintain exceptionally high expectations for student attendance, working strategically with the attendance team to develop effective systems, strengthen school–home relationships and ensure families are well supported.
- Lead by example in fostering a culture of approachability and professionalism, promoting open, transparent and constructive communication with students, staff and families.
- Support the continued development of Rudheath’s student leadership programmes, led by the Assistant Headteacher, and expand opportunities for meaningful student voice and engagement at all levels.
- Champion the role of the Form Tutor, providing training, guidance and support to ensure consistent delivery of the very highest standards of pastoral care.
- Establish and maintain strong external partnerships to inform best practice, support reflective leadership and position Rudheath at the forefront of pastoral innovation.
- Be responsible for the training, development and mentoring of key pastoral staff.

Person Specification

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Essential	Desirable
<p>Qualifications</p> <ul style="list-style-type: none"> • Honours degree • PGCE and QTS 	<ul style="list-style-type: none"> • First-class or upper second-class degree • Further degree or related qualification • Senior Leader training programme
<p>Experience</p> <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 pastoral systems 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 safeguarding and behaviour context • Outstanding track-record of outcomes as a teacher • Evidence of managing whole-school change • Recent Ofsted inspection training • Evidence of CPD towards Senior Leadership
<p>Knowledge/Skills</p> <ul style="list-style-type: none"> • Detailed knowledge of best practice in behaviour and culture, 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 behaviour/pastoral systems and how these 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
<p>Special Requirements</p> <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 18th May 2026**

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. Residentials, 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 Medicash 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”*

