



The Rudheath Senior Academy

Deputy Headteacher Behaviour, Culture & Attendance

September 2025

Leadership Scale

Middlewich Road, Northwich, Cheshire, CW9 7DT

www.rudheathsenioracademy.org.uk



About the Role

Deputy Headteacher – Behaviour, Culture & Attendance
September 2025



Deputy Headteacher

Are you an individual who can build on the foundations of an established community, has a vision for cultural excellence, and understands the importance of building positive relationships with key stakeholders? **If so, Rudheath Senior Academy is the school for you!**

We are seeking to appoint a Deputy Headteacher overseeing Behaviour, Culture and Attendance 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 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 have specific responsibility for the strategic direction and development of behaviour and culture, the promotion of diversity and inclusion across the community, and operational oversight of pastoral matters and systems.

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 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:

- To be the strategic and operational lead on behaviour, ethos and culture in line with the whole school vision.
- To support the running and continued evaluation of systems and processes to promote exemplary behaviour, culture and attendance.
- To develop and embed innovative approaches to working with the attendance team, acknowledging that inclusion and attendance are the responsibility of all school staff.
- To design and oversee the delivery of a comprehensive pastoral training programme for staff.
- To positively collaborate with a wide range of stakeholders including line-management of middle leaders, key pastoral staff within the school and external agencies, setting clear expectations and fostering a culture that has the highest levels of pastoral care.
- To be the strategic and operational lead on a rewards culture, in line with the whole school values of Excellence and Kindness.
- To lead assemblies and support pastoral teams to drive excellence in inclusion.

Responsible to: Headteacher

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

Responsible for: 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, ethos and culture in line with the whole school vision.
- Coordinate the work of Year 7 – 11 Heads of Year, Pastoral Managers, internal Inclusion Room, and other support staff to create a cohesive team that fully supports the needs of all students.
- Oversee the systems for celebrations and rewards ensuring that the high performance learning philosophy underpins this and that students are recognised for their successes.
- Support the running and continued evaluation of the behaviour system, providing support and training for staff to ensure the highest levels of behaviour for learning inside and outside of the classroom.
- Hold the highest expectations for student attendance, working with the attendance team to develop strategic systems to ensure that strong relationships between school and home are forged, and that families are thoroughly supported to meet these.
- Lead by example in creating a culture of approachability, ensuring open and transparent lines of communication between students, staff and families.
- Work to support the continued development of Rudheath student leadership programmes and further establish opportunities for student engagement at a variety of levels.
- Champion the role of the Form Tutor offering support, guidance and a programme of training to consistently establish the very highest levels of pastoral care.
- Establish strong external links to remain a reflective practitioner that positions Rudheath at the very forefront of pastoral care.
- Be responsible for the effective training and development of key pastoral staff and those aspiring to this.

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 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. 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”*

