Castleford Academy is an 11-19 over subscribed, successful mixed comprehensive of over 1,500 pupils offering a rich and deep curriculum. We are firmly committed to establishing first class standards and are proud of our achievements. Our expectations are high and this is reflected in our very successful academic record. The Academy was inspected in October 2019 and was judged ‘Outstanding’.

Leaders challenge and support all stakeholders to achieve outstanding outcomes for all pupils across the Trust. We value and develop our staff by attracting and retaining high quality teachers, supporting them to achieve their best and create opportunities for professional growth and development.

**Deputy Headteacher**

**To Start September 2023**

**L18 - L22**

We are in a position to offer an exciting opportunity for an enthusiastic, dynamic, motivated and inspirational leader to take the next step in their leadership career.

The core purpose of the Deputy Headteacher is to provide professional leadership and management for the academy, promoting a secure foundation from which to achieve exceptional standards across all areas of the academy. To ensure success, the Deputy Headteacher must support the creation of a culture that promotes excellence, equality and high expectations of all pupils, regardless of their starting point.

Specific responsibilities will be confirmed upon appointment of the successful candidate. Your application needs to express what you will contribute to the role based on your skills, knowledge and experience. This is an exciting opportunity for an inspirational leader with the passion and drive to excel in their field.

Your application will need to demonstrate that you are/have:

* Substantial and successful experience of senior leadership in the secondary sector.
* A track record of providing leadership, raising standards and delivering educational excellence.
* A commitment to ongoing research into school improvement.
* The ability to oversee and have a robust understanding of how to evaluate and maintain and outstanding provision across the academy.
* The ability to provide a safe, calm and well- ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviours both in school and in the wider society.
* A rigorous approach to accountability for pupil learning outcomes.
* Experience of leading by example with an understanding how to use different leadership and management styles.
* The ability to lead the strategic development of staff performance, quality and development.
* Able to develop quality assurance systems to ensure strong performance and impact.
* A deep knowledge and clear understanding of educational legislation, new innovation and developments.
* An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation.
* A personal commitment to inclusion and diversity to ensure the maximum benefits for pupils and staff.
* An enthusiastic leader, committed to ensuring the best possible outcomes for all pupils.
* Someone who can provide clear direction and shared purpose for all pupils, staff and stakeholders.
* A strong commitment to personal development for all staff including yourself.

You will also need to be:

* Supportive of the academy’s ethos and values at all times both within the academy and the wider community.
* Committed to inspiring pupils and staff in the development initiatives and strategies, promoting whole school improvement.
* An excellent communicator who is at ease with all stakeholders but particularly pupils and parents.
* Able to demonstrate an ability to be resilient and determined whilst also providing support, demonstrating empathy when dealing with staff in a sensitive and considerate manner.

*Castleford Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. For all positions at Castleford Academy you are required to complete a Disclosure Barring Service (DBS) Enhanced check prior to appointment*.

If you are interested in this role now or in the future, or seek information on the school, the role or ‘how to apply’ then please visit [www.castlefordacademy.com](http://www.castlefordacademy.com/) or contact Miss Alice Foster, HR Manager on 01977 605060. Application forms can be downloaded from our website.

The closing date for applications is Friday 24th March 2023 at 12 noon, with interviews taking place week commencing 27th March 2023.

Completed applications should be addressed to Mr. Wesley Bush, Headteacher at the school address or via email to [recruitment@castlefordacademy.com](mailto:recruitment@castlefordacademy.com).