

RECRUITMENT INFORMATION

Position: Deputy Headteacher - Quality of Education

Start Date: September 2026

Salary: L19 – L23

Application Deadline: Monday 18th May, 9:00am

School Tour: 14th May 2.45pm, 2026



Dear Candidate,

Thank you for your interest in the post of Deputy Headteacher – Quality of Education at The Bishops’ Blue Coat CE High School.

Bishops’ is a school with a strong sense of community and purpose. Our vision is that every child is Known, Nurtured and Inspired, and this underpins everything we do, from our pastoral care to the quality and ambition of our curriculum.

We are seeking to appoint an experienced and values-driven senior leader who shares our commitment to high standards, inclusion and excellence in teaching and learning. This role has a key strategic focus on curriculum, teaching, learning and assessment, ensuring that the quality of education remains at the heart of our school improvement work and continues to meet the needs of all our students.

As a Church of England school, we place great importance on the development of the whole child. We want our young people to leave Bishops’ with strong academic outcomes, confidence and a deep sense of social responsibility.

If you are an aspirational leader who believes in the transformative power of an ambitious high-quality curriculum, built on strong relationships and shared values, we would be delighted to receive your application.

Closing date: 9:00am on Monday 18th May 2026

School tour: 2.45pm Thursday 14th May 2026 email ahowell@bishopschester.co.uk to book a tour.

Applications should be submitted via the Careers and Vacancies section of our website

Yours sincerely



Helen Cairns
Headteacher

Deputy Headteacher – Quality of Education

An exciting opportunity has arisen to join our flourishing Church of England 11–18 secondary school, serving approximately 1,250 pupils within a successful single-academy. Rooted in our Christian vision to *know, nurture and inspire*, we are committed to enabling every member of our community to flourish and experience life in all its fullness (John 10:10). We are proud of our inclusive culture, strong outcomes and ambitious approach to continuous improvement, and we are now seeking an exceptional **Deputy Headteacher – Quality of Education** to play a key role in the next phase of our development.

As **Deputy Headteacher – Quality of Education**, you will provide strategic leadership for curriculum, teaching, assessment and achievement, ensuring consistently high standards across all subjects and year groups, and strong outcomes for all pupils.

This is a significant whole-school role, offering the opportunity to:

- Lead and shape the Quality of Education strategy in a large, successful secondary school
- Work with leaders to ensure curriculum and teaching continually evolve in response to evidence of pupil learning
- Secure excellent outcomes, particularly for disadvantaged pupils and those with SEND
- Develop and support curriculum and senior leaders
- Contribute to the overall strategic leadership and direction of the school
- Contribute to the overall strategic leadership and direction of the school, including acting as Deputy to the Headteacher where required

This role offers an excellent opportunity for an experienced senior leader seeking a substantial deputy headship within a thriving and principled school.

We are seeking a leader who:

- Has successful senior leadership experience in a secondary school
- Has a deep understanding of curriculum quality, teaching and learning, and assessment
- Is values-driven, reflective and evidence-informed
- Believes passionately in inclusion, equity and high aspirations for all pupils
- Is committed to supporting and enhancing the distinctiveness of a Church of England school

You will join a strong, stable and collaborative leadership team, comprising:

Headteacher and CEO

Two Deputy Headteachers:

- Quality of Education (Vacancy)
- Dignity and Respect

Three Assistant Headteachers:

- Head of Sixth Form
- Teaching and Learning
- Personal Development and Aspiration

Business Manager and CFO

This structure ensures clarity of roles, shared accountability and a strong culture of professional trust.

We Offer

- A flourishing school with a strong sense of community and purpose
- Highly motivated pupils and a committed, professional staff
- A clear and supportive leadership structure
- Excellent professional development and career progression opportunities
- The opportunity to make a genuine whole-school impact

Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. The successful candidate will be subject to an enhanced DBS check.

Job Description: Deputy Headteacher

Core Purpose

To provide strategic leadership for the Quality of Education across the school, ensuring that all provision is rooted in the school's Christian vision to know, nurture and inspire, enabling every pupil and adult to flourish and experience life in all its fullness (John 10:10).

As a Church of England high school, the Deputy Headteacher – Quality of Education ensures that curriculum, teaching, learning and assessment are designed and enacted so that all pupils develop wisdom, knowledge and skills alongside character, aspiration and resilience. Through astute evidence informed leadership, the role secures consistently high-quality education, inclusive practice and strong outcomes for all pupils, particularly the most vulnerable. As a key member of the senior leadership team, the Deputy Headteacher will hold direct accountability for securing consistently high outcomes, ensuring that curriculum, teaching, learning and assessment combine to deliver exceptional standards for all pupils.

Curriculum and Teaching

- Provide whole-school strategic leadership for curriculum quality, ensuring the curriculum is consistently ambitious, well sequenced and coherently implemented across subjects and year groups.
- Maintain a sophisticated understanding of subject disciplines, ensuring curriculum design reflects the distinctive knowledge, skills and ways of thinking within each subject.
- Ensure curriculum leadership secures learning and achievement that is carefully shaped at each stage, with clear anticipation of pupils' future learning and next steps.
- Ensure leaders make astute decisions about how the curriculum and teaching adapt and evolve, based on secure evidence of how well pupils have learned what was intended.
- Lead robust alignment and quality assurance processes across curriculum, teaching and learning, assessment and professional development to evaluate impact and drive improvement.
- Ensure consistency in teaching quality across subjects and year groups through clear expectations, coherent curriculum implementation and effective quality assurance.
- Ensure teachers make well-judged, subject-specific decisions about what to teach, when and how, responding to pupils' needs while maintaining curriculum fidelity.
- Provide strategic leadership for whole-school literacy, oracy and numeracy, ensuring consistency of expectation and approach.

Development and Curriculum Leaders

Develop curriculum leaders to ensure:

- Strong subject knowledge and pedagogical expertise
- Clear accountability for securing learning
- Confident evaluation of intent, implementation and impact
- Ensure subject leaders understand how pupils learn in their subject and can identify where learning is not yet secure.
- Oversee departmental self-evaluation and improvements planning, ensuring actions are precise, timely and based on evidence.
- Enable leaders to engage with professional networks and communities of practice to sustain high-quality provision

Curriculum Design, Structure and Timetabling

- Provide strategic oversight of curriculum modelling, ensuring breadth, balance and progression that reflects entitlement and aspiration for all pupils.
- Provide strategic oversight of timetable construction, pathways and option choices, ensuring curriculum decisions are equitable and remove structural barriers to achievement.
- Oversee consistent and purposeful homework standards, ensuring they deepen learning and support retrieval and independence.

Assessment, Progress and Achievement

- Provide strategic leadership for whole-school progress, ensuring curriculum and assessment are coherently aligned, and that professional learning across the school is focused on improving teaching quality and pupil outcomes, working closely with senior leaders.
- Lead the design and refinement of assessment systems that are valid, proportionate and closely aligned to curriculum intent.
- Ensure assessment supports teachers in making effective instructional choices, identifying misconceptions and adapting teaching.
- Oversee whole-school progress analysis to:
 - Identify trends and gaps rapidly
 - Ensure leaders act decisively where pupils are not achieving as intended
 - Secure timely support and challenge

- Ensure pupils, including those from vulnerable groups, consistently achieve well, develop detailed knowledge and skills, and produce high-quality work across the curriculum.
- Secure outcomes that are typically above national averages over time, including for disadvantaged pupils, with any gaps identified and rapidly narrowing.
- Ensure all pupils are well prepared for the next stage of education, employment or training and leave with confidence, competence and aspiration

Inclusion and Removing Barriers to Achievement

Ensure the school's approach to curriculum and teaching is implemented consistently well across the school for:

- Disadvantaged pupils
- Pupils with SEND
- Pupils facing other barriers to learning or wellbeing
- Pupils known or previously known to children's social care

Promote quality-first teaching as the key inclusive strategy and ensure adjustments, support and interventions remove barriers without lowering ambition.

Examinations, Operations and Budgets

- Provide strategic oversight of examination arrangements, working closely with the Examinations Officer and Head of Centre
- Provide strategic oversight of digital technology
- Oversee staff cover, trips and visits and calendar impacts
- Hold strategic responsibility for budgets linked to Quality of Education, ensuring resources are deployed to maximise impact on teaching, learning and outcomes, including:
 - Curriculum Development
 - Academic Intervention
 - Examinations
 - Supply

This role offers an exceptional opportunity for an experienced senior leader seeking a substantial deputy headship, with significant whole-school responsibility and the opportunity to contribute to wider system leadership and school improvement beyond the immediate context.

Person Specification: Deputy Headteacher

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Good honours degree and strong academic background • Evidence of appropriate and ongoing CPD • Sound understanding of safeguarding and child protection requirements 	<ul style="list-style-type: none"> • Postgraduate qualification in education and/or management • NPQSL and/or NPQH • Significant further professional development relevant to senior leadership
Experience	<ul style="list-style-type: none"> • At least three years successful senior leadership experience • Outstanding classroom practitioner • Evidence of direct, personal impact on raising academic standards • Experience of school improvement planning • Experience of using whole-school data to raise standards • Experience of working with governors • Successful leadership of a department or faculty 	<ul style="list-style-type: none"> • Experience in more than one secondary school • Experience in a 11- 18 secondary school • Leadership experience of closing attainment gaps for disadvantaged pupils and those with SEND • Pastoral or safeguarding leadership • Experience of contributing to at least one successful Ofsted inspection as a senior leader
Curriculum, Teaching and Pedagogy	<ul style="list-style-type: none"> • Excellent understanding of curriculum design, sequencing and subject disciplines • Excellent understanding of effective pedagogical strategies for maximising pupil progress 	<ul style="list-style-type: none"> • Experience of leading whole-school curriculum reform • Active engagement with educational research and professional networks

	<ul style="list-style-type: none"> • Secure knowledge of current Ofsted framework and inspection preparation • Strong understanding of how pupils learn informed by educational research 	
Leadership Skills	<ul style="list-style-type: none"> • Ability to think and operate strategically at whole-school level • Ability to set, communicate and deliver strategic priorities • Commitment to inclusive education and valuing every child • Ability to motivate, inspire and lead high-performance teams • Coaching and capacity-building approach • Ability to manage change sensitively 	<ul style="list-style-type: none"> • Experience of system leadership or trust-wide collaboration
Management and Decision-Making	<ul style="list-style-type: none"> • Strategic and analytical thinker; Ability to set clear and challenging targets • Confident decision maker • Strong sense of accountability and outcome focus • Effective delegation with accountability • Skilled use of data systems and MIS to monitor progress and impact on learning 	<ul style="list-style-type: none"> • Experience using specific MIS systems such as SIMS or SMID • Experience of value-for-money and budget management decisions
Communication and Relationships	<ul style="list-style-type: none"> • Excellent written and oral communication skills • Strong interpersonal skills • Collaborative and professional working style 	<ul style="list-style-type: none"> • High-profile presence within the school and wider community

	<ul style="list-style-type: none"> • Ability to manage difficult situations sensitively with staff, parents and pupils • Effective use of ICT 	
Self-Management and Resilience	<ul style="list-style-type: none"> • Ability to prioritise effectively • Capacity to work under pressure • Resilience, energy and determination • Willingness to seek support appropriately • Flexibility to work beyond the school day for key events 	
Personal Qualities and Values	<ul style="list-style-type: none"> • Genuine respect for and commitment to working with young people • High professional standards, integrity and adaptability • Clear vision for high-quality learning and teaching • Commitment to raising aspirations and achievement for all pupils • Commitment to supporting, enhancing and living out the school's Christian ethos so all can flourish. • The ability to lead, motivate and inspire and to build warm and effective professional relationships with staff, students and parents. 	<ul style="list-style-type: none"> • Aspiration to Headship • Experience of working in a faith school • A committed Christian who is able to contribute actively to the life, worship and spiritual leadership of a Church of England school. • Knowledge of the SIAMS framework • Active interest in educational research and leadership development

About Our School

Our Vision

The Bishops' Blue Coat Church of England High School is an exciting place to be.

We know, nurture, and inspire our community to be the best version of themselves through a better understanding of the Christian faith, our core values, and a rich set of opportunities. Students achieve academically whilst growing personally and spiritually.

Through their engagement in society and beyond, our students make a positive difference through wise action, resilience, and a sense of responsibility.

Our community is enabled to live life guided by Jesus, to flourish and have “life in all its fullness” (John 10:10)

The Bishops' Blue Coat Church of England High School is an excellent oversubscribed, high performing secondary school. Our aim is to know, nurture and inspire both students and staff through a strong culture of professional development, collaboration and high expectations.

Our values, rooted in the Church of England and interpreted for our community, shape an inclusive and aspirational ethos. Our curriculum is guided by clear principles of:

- **Wisdom, Knowledge and Skills**
- **Dignity and Respect**
- **Hope and Aspiration**

These underpin high-quality teaching and learning across the school.

Located close to the historic city of Chester, Bishops' benefits from a well-established and continually enhanced campus and strong digital infrastructure, supporting an excellent learning environment. We have consistently high expectations of our students and work closely with families to help them succeed. Our seven-year journey culminates in a successful and growing Sixth Form, with students progressing confidently to ambitious next steps.

How to Apply

Deadline for applications is Monday 18th May, 9:00am.

Please complete a teacher application form (found on the Vacancies page on school website) along with a supporting letter (two sides of A4, size 12 font) and submit your application to vacancies@bishopschester.co.uk

Link to Vacancies page: <https://bishopschester.co.uk/careers-vacancies/>

