



The Rudheath Senior Academy

Application Pack

**Deputy Headteacher:
Quality of Education**

Headteacher's Welcome

Thank you for your interest in the role of Deputy Headteacher: Quality of Education at Rudheath Senior Academy.

Our mission is to “open children's eyes to the wonderful world of possibilities.” This is a school that strives for both academic excellence and developing character. We have embedded the values of excellence and kindness, and our staff believe in trying to be “1% better every day”. We also believe excellence comes from taking “100% responsibility” and resolving problems rather than assigning blame. Kindness is a wonderful value to have, and we want to be kind to the children, our colleagues and ourselves. I also believe that part of being kind is being honest and will strive to make sure we are an exceptionally honest and transparent school where everybody's voice counts.

We work as part of the North West Academies Trust group, and we are a medium to small school and a medium to small trust because we want every student and staff member to feel known and valued. We serve the community of Rudheath and Witton which is a tight knit local community on the outskirts of Northwich. Our school environment is a lovely and calm place to work and be.

The Rudheath story is a fascinating one. The phoenix from the ashes image applies and is a symbol of our resilience. I will unapologetically ask staff to work hard and go the extra mile, but we prize well-being and want this to be a joyful place to work. The workload and wellbeing manifesto included in here is not just words. I believe in looking after our greatest resource which is the staff.

We have a really strong vision to make this a "school of choice" and also to make sure our children have "remarkable experiences." If you feel you can make a contribution to our school, I look forward to receiving your application soon.



James Kerfoot, Headteacher



About Rudheath Senior Academy

Rudheath Senior Academy is an 11-16 secondary school in Northwich, Cheshire. At the centre of our culture are two key qualities – **Excellence and Kindness**. Our mission is simple; to open our children's eyes to the wonderful world of possibilities.

Since the school joined North West Academies Trust in 2018, there has been nearly £8m invested to improve facilities for both children and staff. This investment has produced facilities that are second-to-none and enabled specialist teaching across the curriculum.

The work to rebuild the school has been about more than bricks and mortar. Educationally, we do things differently. A separate Year 7 Hub was created to ease the transition for our younger pupils from primary to secondary education. The introduction of careers development alongside a breadth of enrichment days has significantly increased pupils' future opportunities.

We endeavour to nurture caring, trusting and positive relationships between students, staff, parents and carers, and we make a promise that every pupil will leave here as a resilient, independent and happy individual.

Rudheath Senior Academy is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS is required.





About North West Academies Trust

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.

The ten schools in our trust provide high-quality teaching and strong leadership in a creative, supportive and aspirational environment.

We focus on driving up standards and have the necessary experience of improving standards in education to provide the right learning environment for all children and young adults to achieve their full potential.

We are an organisation built on strong foundations, enabling us to expand and welcome new schools with ease, whilst retaining focus on our core commitment to excellence in education.



About the Role

This is an exciting opportunity for a highly effective and inspirational school leader to join Rudheath Senior Academy as a Deputy Headteacher: Quality of Education.

The successful candidate will join a supportive, collaborative and committed leadership team, who have a shared responsibility for all aspects of our school community. The person appointed to this role will have responsibility for the quality of education, curriculum, teaching, professional development, coaching and standards across the school.

Our senior leaders are expected to lead by example and maintain high standards across the school community, supporting our vision to be relentlessly ambitious about a curriculum that leads to excellent outcomes and experiences for our children. You will need to be organised, dynamic, collaborative and inclusive, with a relentless focus on achieving the best outcomes for our pupils. You will use your initiative to inspire, motivate and encourage our community.

The postholder will be a strategic thinker, driven by moral purpose and a passion for learning, able to demonstrate a track record of excellent leadership with impact and be able to demonstrate a strong knowledge of how to improve key components of Quality of Education.

We will give you the opportunity and support to provide successful strategic and creative leadership to shape and influence the outcomes for an exceptional group of pupils in a happy, welcoming innovative school.

If you share our passion for making a real difference to the lives of children this could be a great role for you.

SALARY: Leadership Scale 16 - 20

WORKING PATTERN: Full Time





Job Description

Job Title: Deputy Headteacher: Quality of Education

Accountable to: Headteacher

What can we offer you?

- An inclusive school with the core values of Excellence and Kindness.
- A dedicated, committed, and caring team of outstanding practitioners.
 - An engaged, supportive and proactive board of Governors.
- A trust that strives for quality-first education, that puts children at the heart of every decision to transform lives.
 - Continuing professional development.
- Opportunity to contribute to the growth and development of NWAT.
- A central support team with expertise in facilities, finance, marketing, safeguarding and people management.

Purpose of the role

To lead on areas such as Teaching and Learning, Quality of Education, curriculum, professional development, and coaching/mentoring.

How to apply

Please email Claire Booth, HR Officer – cbooth@nwatrust.co.uk – to register your interest in receiving an application pack.

CLOSING DATE: Monday 17th October 2022, 9AM

INTERVIEWS: Friday 21st October 2022

Informal visits to the school can be arranged by contacting the school office by telephoning 01606 42515.

Role Responsibilities

1. Main Duties

- Supporting the Headteacher and Governors to ensure a culture of high expectations is consistently applied across the school to secure exceptional outcomes for all at Rudheath Senior Academy.
- Accountable for the provision of a high-quality curriculum across the school.
- Accountable for leading and coordinating the school's strategies for developing outstanding teaching and learning in terms of:
 - Rigorous monitoring and evaluation of the curriculum
 - High quality continuing professional development (CPD)
 - Ensuring high quality support for trainees, Early Career Teachers (ECTs) and Recently Qualified Teachers (RQTs) that meet statutory requirements
 - Ensuring highly effective staff induction into Rudheath Senior Academy, alongside the Headteacher
- Accountable for leading and coordinating the school's curriculum and appropriate monitoring strategies.
- Accountable for leading induction and coaching processes for teachers across the school.

2. Curriculum Offer

- 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 ensure that the school's curriculum offer provides continuity of learning and the building of powerful knowledge, skills and competencies for learning.
- 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 maintain a deep understanding and knowledge of the local, national and political educational picture.
- To be responsible for developing processes to audit, monitor and evaluate the quality and impact of the curriculum offered by each subject in the school.
- To develop and maintain strong partnerships with educational institutions, training organisations and employers to enrich and enhance the curriculum.



3. Teaching and Learning

- To ensure Rudheath Senior Academy has a relentless focus on improving the quality of teaching and learning and set challenging targets for improvement with clear milestones and regularly report on the progress towards these.
- To ensure that where monitoring and evaluation identifies serious concerns, urgent action is taken to address these by providing support for the teacher in question.
- To ensure that evidence from monitoring and evaluation informs the CPD programme in terms of sharing best practice and identifying areas for development.
- To be responsible for leading and coordinating the school's CPD that contributes to the raising of standards at RSA.
- To develop a network of CPD providers, including universities and teaching schools, to support and enhance the school's CPD offer.
- To produce termly reports on the quality of teaching and learning to SLT and governors.
- To produce an annual report to the SLT, governors and Trust Board on the impact of CPD.

4. Standards

- To be part of the SLT team responsible for the school's development of policies relating to assessment and exams.
- To ensure that there are effective processes for the monitoring of teaching and standards, in line with the Government's Teacher Standards, that provide pupils with accurate and reliable feedback that helps them progress, and informs teachers about future planning.
- To be responsible for ensuring that robust and consistent systems are in place for tracking and monitoring the progress of pupils at whole school, subject, cohorts and individual levels.
- To ensure that the school has very clear, rigorous and robust processes in place for monitoring and tracking the progress of every pupil in order to identify underachieving students and provide intervention where necessary.

5. Line Management of Faculties

- 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 HoFs to build an inclusive shared vision and practices across so that no pupils are left behind and all pupils make excellent progress.
- Provide challenge and support to HoFs by setting high expectations and embedding ambition resulting in high quality provision and support. This will be evidenced by meeting or exceeding academic targets.
- To develop the leadership skills of HoFs so that there is highly consistent and high-quality leadership.



Candidate Specification

Key Areas	Criteria
Education and Qualifications	<ul style="list-style-type: none"> • Degree. • Qualified Teacher Status. • Evidence of CPD relevant to the post. • Evidence of significant further CPD related to leadership with progression to Headship in mind.
Experience	<ul style="list-style-type: none"> • To be an outstanding teacher. • Substantial evidence of working as either an experienced middle leader or member of Senior Leadership Team (SLT). • Proven experience of successfully leading whole school strategic development and change management leading to improved standards. • A proven track record as a successful classroom practitioner, consistently achieving outstanding judgements for lesson observations. • Experience of successfully using data to track and monitor pupil progress, leading to improved outcomes for pupils.
Leadership and Management	<ul style="list-style-type: none"> • Is able to create and communicate a vision and implement rapid change. • Has high expectations, sets and delivers high standards and commands credibility through expertise. • Has successfully led and managed teams of people and achieved high quality outcomes by holding them to account for the quality of provision, resulting in improved standards of progress and attainment. • Is able to delegate effectively. • Is able to communicate effectively across a wide range of audiences.
Knowledge and Understanding	<ul style="list-style-type: none"> • Detailed knowledge of curriculum planning and development. • Good knowledge of the local, national and political picture for the curriculum specifically and education generally. • Understanding of the Ofsted requirements for the quality of education. • Able to demonstrate a detailed knowledge of how pupils learn. • Knowledge of how to use, collect and analyse qualitative and quantitative data in order to identify strengths, areas for development and set challenging targets and goals to secure future improvement. • Detailed working knowledge of how to monitor the performance of staff, hold them to account and deal proficiently with underperformance achieving the best outcomes for all parties. • Able to demonstrate an understanding of how to support all pupils with their learning and progress, especially those from disadvantaged backgrounds.