



LET
EDUCATION
TRUST
AMBITIOUS | INCLUSIVE | RESILIENT

Rhyddings

DEPUTY HEADTEACHER

RECRUITMENT PACK



WELCOME FROM THE CEO

Dear Applicant,

Thank you for showing an interest in the post of Deputy Headteacher at Rhyddings. The LET Education Trust is a cross-phase multi-academy trust based in Lancashire with both primary and secondary schools as members.

We believe that every child deserves the best education and we create opportunities and experiences for all of them to reach their potential. Building 'cultural capital' is vital for our pupils and this occurs from reception up to year 11 through trips, activities, projects, events and residential, both at home and abroad. We are ambitious for our pupils, meaning we are always striving for excellence and supporting career aspirations through a culture of constant improvement. Each of our schools is different and this is something we value and celebrate. The uniqueness of each school is supported by strong central services and a school-centred and approachable central team. Most colleagues work in one school but some work across a range of schools where their skills and abilities are needed.

Collaboration is key for LET schools and at the forefront of this is staff development. Joint INSET days with keynote speakers, middle and senior leader training and subject links occur across and between schools and phases. To ensure consistency of approach and sharing of good practice we have termly meetings for our safeguarding leads and our SENCOs, sharing this information is proving invaluable. School to school liaison around transition is vitally important in ensuring our pupils arrive at secondary school with the necessary skills and helps to ensure a smooth start to year 7.

We play a part in Initial Teacher Training as part of our remit through the Embrace SCITT. We have successfully trained primary and secondary teachers over the last 10 years with a large number employed locally and within the LET Education Trust.

This is an exciting time for Rhyddings as they will have a new headteacher in place for September as they continue on their improvement path. There are no specific areas of responsibilities for this post as they will be agreed between the new headteacher and the successful candidate, meaning applications are invited from all interested parties. The headteacher standards will form the basis of the deputy headteacher role.

I will be retiring from the post of CEO at the end of August, after four and a half years and my successor, Jeniffer Sing, currently Director of Education at All Saints Multi-Academy Trust in Liverpool, will be taking up the post. If you have the highest standards of professional endeavour, integrity and ethics and would like to be part of our growing MAT, I look forward to receiving your application. You can find out more about our Trust at www.let-edu.org and more about Rhyddings at www.rhyddings.co.uk

I wish you all the very best with your application.



Steve Campbell
CEO

School Context and History

Thank you for showing interest in the post of Deputy Headteacher at Rhyddings, part of the LET Education Trust.

The school is situated in Oswaldtwistle, on the outskirts of Accrington and serves a diverse community. Some pupils come from more affluent areas, while others come from the most deprived areas of town. 52% of pupils are eligible for Pupil Premium funding, and the school is a mix of mainly White British pupils (56%) and Pakistani pupils (37%). There are excellent transport links to the school from the M65/M66/M60/A56 routes, and Church and Oswaldtwistle train station is a five-minute walk away.

Rhyddings is a smaller than average secondary school with a PAN of 150 and 625 pupils on roll. Despite a temporary dip in local Year 6 numbers, Rhyddings is entering an exciting period of growth. Our 2026 cohort shows a marked increase in projected figures.

The school is well-known for its warm and welcoming atmosphere, which is commented on by many visitors to the school. Pupils are polite and respectful and enjoy being part of the school. Staff are equally positive about the school with a number of colleagues having children at the school.

Following a period of decline from 2022 to 2024, results improved pleasingly in 2025 and further improvement is expected in 2026. This is a journey and there is still scope for further improvement.



LET Education Trust

In 2022 the school became a founder member of the LET Education Trust. There are two secondary schools, Rhyddings and The Hollins and two primary schools, Huncoat and West End. The Trust believes in giving a deal of autonomy to its schools and provides overarching support. Rhyddings has since benefitted from many upgrades to the school facilities including its re-laid 3G floodlit football pitch, new sports hall floor, new food technology room and upgraded toilets all funded by the Trust. Through a successful CIF bid the school's extensive playing fields are now all securely fenced off, the school has a new heating system and boilers and a partial new roof. We believe our pupils deserve the best facilities and the best teaching.

As part of the Trust, all financial aspects are centralised, along with all I.T systems and support and HR/Legal support. Rhyddings has just benefitted from a DfE grant to replace and upgrade all its IT infrastructure which now gives it the highest specification for schools. The CEO meets regularly with the headteacher to discuss both academic and staffing matters. The school also benefits from an external School Improvement Partner (SIP) who visits each term to externally validate standards in school.



Senior Leadership Team

This is an exceptional opportunity to join our school as Deputy Headteacher during a transformative period of renewal, as the Trust moves to appoint a new Headteacher to lead our next chapter. You will join a highly specialised Senior Leadership Team comprising four Assistant Headteachers, leading respectively on Teaching and Learning, Attendance, Assessment and Timetabling, Behaviour and Safeguarding (Lead DSL), and Personal Development, alongside our SENCO, an Associate Assistant Head (Year 11 and Professional Mentor), and the School Operations Manager. Supported by the Headteacher's PA for all administrative matters, this role offers a rare chance to help shape a new leadership vision and exert a lasting, positive influence on our school's pastoral culture.

Staffing and CPD

The school benefits from an extremely experienced team of staff. The staffing is organised mainly in departments, except for music and drama, who form the performing arts team. Further to this, the school and Trust actively support colleagues to take part in the National Professional Qualification suite of courses. High quality speakers are also brought in and, just recently, at the Trust INSET day colleagues benefitted from a morning with Tom Bennett, behaviour advisor to the DfE. Staff also benefit from dedicated car parking and a discounted gym membership if they choose to take it up.

Local Academy Board

As part of a Trust the School should have a Local Academy Board (LAB) to support and challenge school leaders. Rhyddings LAB was disbanded in December 2025 and replaced with an Interim Board to give greater oversight and challenge. The Board contains experienced trustees, a Local Authority link adviser, the CEO and headteacher and staff governor. Three new governors have since joined and we hope to transition back to a LAB in September 2026.

Ofsted and RISE

The school was judged RI in 2017 and had not been inspected before joining the Trust in 2022. Ofsted visited in January 2025 and the school was judged to be RI in all areas. As a double RI school Rhyddings became eligible for RISE support from September 2025. This support, from the Laurus Trust in Manchester is well under way and is addressing the six areas for improvement from the Ofsted inspection. This support will continue until December 2027 and is fully funded by the DfE. You can access the report by clicking [here](#).

Let's Be and Extended Services

Our award-winning Let's Be social action group and Cohesion through Creativity projects are just part of the Extended Services offer across our secondary schools. This is a high-quality aspect of school life. Our Let's Be volunteers have provided amazing social action work from the Great Afternoon Tea Party for elderly residents of Hyndburn; pop up cafes across the towns of East Lancashire providing free tea and coffee and cold weather packs for those in need; the monthly curry café for the homeless and needy in Oswaldtwistle; befriending projects in local residential care homes and the Kindness Project, providing a dance routine, fashion show and a small ray of sunshine for everyone at the Trust INSET day.

The Inspire and Motivate programme runs alongside this, targeting Pupil Premium children to give them one-off experiences of events such as Manchester Christmas Markets, Escape Rooms, Premier League football, Champions League Football, Bowling, Film Premieres at local cinemas and visits to musicals such as Hamilton, Mary Poppins, Chitty Chitty Bang Bang and Matilda. Every trip allows the young people the opportunity to have a sit-down meal in a restaurant as well, ordering from a menu and experiencing different types of food.

To apply for the position of Deputy Headteacher, please complete the official application forms available on our website, accompanied by a supporting letter of no more than two pages (A4). Your letter should be a clear, concise, and well-organised representation of your professional journey; it must explicitly demonstrate how your experience to date has prepared you for the strategic demands of this role. Please ensure your completed application and supporting letter are submitted via email to shorrocks@let-edu.org no later than the specified closing date.

An opportunity to visit Rhyddings for prospective candidates has been arranged for **Wednesday 22nd April 2026, 2pm - 4pm**. If you would like to attend, please email shorrocks@let-edu.org to book your place.

We welcome the opportunity to discuss this role with prospective candidates. For an informal and confidential conversation regarding the post, please contact Steve Campbell, CEO, on 01254 355521.

Important dates to remember

Application Deadline: Wednesday 29 April 2026 at 12 noon

Interview Days: Thursday 14 May 2026 and Friday 15 May 2026

Terms of contract

Location: Rhyddings, Haworth Street, Oswaldtwistle, BB5 3EA

Leadership Scale: L18 - L22

Contract type: Full Time / Permanent

Start date: 1 September 2026

Safeguarding and Pre-Employment Requirements

LET Education Trust is steadfast in its commitment to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this unwavering dedication.

Criminal Record and Background Checks

In accordance with Keeping Children Safe in Education (KCSIE), this position is subject to a robust vetting process:

- **DBS Disclosure:** As this role involves "regulated activity," the successful candidate will be required to obtain an Enhanced Disclosure from the Disclosure and Barring Service (DBS).
- **Rehabilitation of Offenders:** This post is not exempt from the Rehabilitation of Offenders Act 1974. However, certain "protected" convictions and cautions are "filtered" and do not need to be disclosed.
- **Self-Disclosure:** Shortlisted candidates will be required to complete a criminal records self-disclosure form before the interview.
- **Online Vetting:** In line with statutory guidance, the Trust will conduct online searches for all shortlisted candidates to identify any incidents or issues that may affect their suitability to work with children.

Statutory Compliance

- **Right to Work:** All appointments are subject to satisfactory references and medical clearances.
- **Language Proficiency:** This role is identified as a public-facing position under Part 7 of the Immigration Act 2016. Therefore, the ability to fulfill all spoken aspects of the role with confidence and fluency in English is an essential requirement.

Deputy Headteacher Job Description

The logo for Rhyddings, featuring the name in a white, sans-serif font on a dark blue rectangular background.

- **Contract:** Permanent / Full Time
- **Salary:** Leadership Scale
- **Reports to:** the Headteacher
- **Location:** Rhyddings, Haworth Street, Oswaldtwistle, BB5 3EA

Rhyddings is seeking to appoint a committed and highly capable Deputy Headteacher to join its senior leadership team at a pivotal stage in the school's development.

This is an opportunity for an experienced and values-driven leader to play a central role in securing consistently high standards across all aspects of school life. Working in close partnership with the Headteacher, the successful candidate will combine strategic thinking with strong operational leadership, ensuring that systems are embedded, expectations are clear and improvement is sustained over time.

We are looking for a leader who is visible, credible and determined, with the ability to secure consistency, build staff confidence and deliver strong outcomes for all pupils.

Job Purpose

The Deputy Headteacher will provide strategic leadership in partnership with the Headteacher to secure excellent outcomes for all pupils and deliver sustained whole-school improvement.

As a key member of the Senior Leadership Team, the postholder will play a central role in shaping, implementing and evaluating school and trust priorities, ensuring that improvement strategies translate into measurable impact.

This role is deliberately broad and flexible. Specific responsibilities will be aligned to the strengths of the successful candidate and the priorities of the school, complementing the expertise of the Headteacher and wider leadership team.

The Deputy Headteacher will take a leading role in securing consistently high standards across the school, with particular responsibility for ensuring that agreed systems, routines and expectations are implemented with precision and sustained over time. The postholder will ensure strong operational delivery, translating strategic priorities into daily practice and securing measurable impact on pupil outcomes.

Key Responsibilities

- Provide strategic and operational leadership to secure sustained improvement in outcomes, behaviour, attendance and personal development.
- Lead on the implementation and consistent application of whole-school systems, ensuring clarity, consistency and high expectations across all areas of the school.
- Take responsibility for ensuring that agreed priorities are implemented with consistency, pace and impact across the school.
- Translate school and Trust priorities into clear actions and ensure their effective delivery with measurable impact.
- Hold leaders and staff to account for the quality of provision and pupil outcomes within designated areas of responsibility.
- Use performance data, quality assurance and first-hand evidence to evaluate impact and drive improvement.
- Line manage staff, ensuring strong accountability, professional development and high performance.
- Lead and secure high standards of behaviour, attendance and inclusion, ensuring systems are embedded and consistently applied.
- Ensure that expectations for behaviour, attendance and teaching are consistently applied by all staff.
- Maintain a visible presence across the school, reinforcing expectations and supporting staff to deliver high standards.
- Contribute to and influence the strategic direction of the school and the development of the School Improvement Plan.
- Deputise for the Headteacher as required.

Senior Leadership Responsibilities

- Contribute to collective leadership and delivery of Trust priorities.
- Lead and support robust self-evaluation and improvement planning.
- Use data and evidence to identify priorities and drive sustained improvement.
- Ensure priorities are implemented with clarity, consistency and impact across the school.

Quality of Education

- Lead and support high standards of teaching, curriculum implementation and assessment.
- Ensure strong outcomes for all pupils, including disadvantaged pupils and those with SEND.
- Promote a culture of high expectations and academic ambition.

Behaviour, Attendance and Personal Development

- Ensure consistent implementation of behaviour systems and expectations.
- Lead strategies to improve attendance, engagement and inclusion.
- Promote positive attitudes, resilience and readiness for next steps.

People Leadership

- Line manage staff and contribute to performance management processes.
- Support recruitment, retention and development of high-quality staff.
- Contribute to professional development aligned with school and Trust priorities.

Operational Leadership

- Contribute to the day-to-day leadership of the school, including duties and incident management.
- Support effective communication with staff, pupils, parents and external stakeholders.
- Engage with governance and represent the school within the Trust.

Partnerships and Community

- Build strong relationships with parents, external agencies and partner organisations.
- Ensure the school is responsive to its local context and community.

Professional Responsibilities

- Maintain up-to-date knowledge.
- Engage in professional development.
- Undertake duties appropriate to the role.

Corporate Responsibilities

- Safeguard pupils.
- Promote equality and inclusion.
- Comply with health and safety.
- Contribute to a positive working environment.

Person Specification

Criteria	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree or equivalent qualification. • Significant senior leadership experience. • Proven track record of improving pupil outcomes. • Experience of leading whole-school improvement. • Experience of line managing staff. • Use of data and QA to drive improvement. 	<ul style="list-style-type: none"> • Experience in more than one school. • Leadership qualification (NPQH/NPQSL).
Leadership and Impact	<ul style="list-style-type: none"> • Impact on teaching and learning. • Securing high standards of behaviour. • Embedding whole-school systems • Driving improvement through routines. • Translating strategy into action. 	
Leadership Skills	<ul style="list-style-type: none"> • Data analysis and interpretation. • Leading and developing teams. • Organisation and prioritisation. • Clear communication. • Holding others to account. 	
Personal Qualities	<ul style="list-style-type: none"> • High expectations for all pupils. • Visible and credible leadership. • Strong interpersonal skills. • Commitment to inclusion. • Integrity and professionalism. 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding. • Understanding statutory requirements. 	

THANK YOU

