



Pendle
Education Trust

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**DEPUTY PRINCIPAL FOR
STUDENT ACHIEVEMENT**

**APPLICATION
PACK**

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www.pendleeducationtrust.co.uk

INTRODUCTION



Pendle
Education Trust

WHY WORK FOR PENDLE EDUCATION TRUST

This is an exciting time to join Pendle Education Trust. We are developing and always improving the academies within our family to ensure the highest standard of education for our children.

Pendle Education Trust is a family of academies in East Lancashire educating over two thousand children. The Trust is sponsored by Nelson and Colne College. Established in 2013, Pendle Education Trust continues to grow, welcoming new schools to our family.

Currently we have five Academies within our family, and we are looking forward to welcoming new additions over the coming months and years:

- **Castercliff Primary Academy**
- **Casterton Primary Academy**
- **Colne Primet Academy**
- **Pendle Primary Academy**
- **West Craven High School**

Our focus is exceptional leadership and meeting the needs of local families and the community. Through close collaboration with local partners and schools, we strive to deliver an excellent education for children in Pendle and surrounding districts.

Our vision is that every child should only be a short walk away from a world class school. We exist to empower, enable and inspire schools to provide an outstanding level of education and support through exceptional leadership, collaboration, innovative thinking and understanding of local needs.

In practice this means that we care passionately about all the children in our academies and believe in the difference our work can make to their lives. We have a fantastic staff of over 280 people across our academies - all dedicated to this single purpose.

We don't apologise for relentlessly driving forward improvements for the benefit of our children and staff and look for ways to collaborate within the Trust and with other schools and academies with like-minded philosophies. There will be considerable opportunities for professional development and there will be coaching and mentoring opportunities. We have strong links with our sponsor, Nelson and Colne College, to develop skills and potential in all Trust staff. We encourage participation in relevant networks and forums with other finance managers working in education.

You will have an excellent benefits package including a final salary pension scheme, a generous holiday entitlement and sociable hours of work. We are a flexible and supportive employer and would consider job share or part-time working applications. Please visit our website for more information about Pendle Education Trust.

JOIN US



WEST CRAVEN HIGH SCHOOL

West Craven is a small and vibrant secondary school for young people aged 11 to 16 years which serves this local Lancashire/Yorkshire community.

Barnoldswick is located on the Lancashire/Yorkshire border with both Leeds and Manchester drivable in just under an hour. Preston, Skipton and Bradford are easily commutable and the town is on the doorstep of the Yorkshire Dales National Park, Bronte Country and the Forest of Bowland. The Lake District, Morecambe Bay and the Fylde Coast are all a short drive away.

Our vision is to create a culture and ethos which promotes high aspirations and expectations, balanced with the highest level of care and support. We want students to love coming to West Craven, love learning and love being part of the academy family. The vision involves educating the whole child; our academy motto 'Ad Vitam Paramus' means 'We Are Preparing for Life'. We encourage all students to get fully involved in the life of the academy and the opportunities beyond the classroom.

As an academy at the heart of the community we want close links with our feeder primary schools, local businesses, colleges and training providers. The school is on a programme of rapid transformation and improvement. As part of Pendle Education Trust since 2016, the future of the school is bright.

By joining the West Craven High School family you will become part of a supportive and ambitious team. We have regular staff training and dedicate time to continuing professional development and staff wellbeing. Our culture is about always looking at how we can share best practice with each other and improve together.

We collaborate with our colleagues at Colne Primet Academy as well as the three primary academies in our Trust family and have the support of the Pendle Education Trust core team for functions such as Finance, Facilities, Human Resources, Health and Safety, IT, Marketing and Governance.

Please take the time to read the information in this booklet to find out more about this role and we look forward to receiving your application for this role.



#ASPIRE

Mr John Bates
Principal

VACANCY

DEPUTY PRINCIPAL FOR STUDENT ACHIEVEMENT



Salary

L14-18

Closing Date

12 noon on Tuesday 22nd April

Interview Date

W/C 21 April

Start Date

September 2025



#ASPIRE

ABOUT THIS ROLE

DEPUTY PRINCIPAL FOR STUDENT ACHIEVEMENT



As Deputy Principal for Student Achievement at West Craven High School, you will be a key member of our Senior Leadership Team, supported by the Principal, the Deputy Principal for Behaviour and Learning Culture, the Director of Education and the wider core Trust team.

The role provides an excellent career opportunity for a driven and ambitious leader. We are keen to appoint the right person for the next stages of our academy's improvement journey, whose recent experience has a proven track record in raising student achievement by improving the quality and consistency of daily teaching and learning. There is flexibility in scoping the role to match with the right person's skillset and experience.

It is an opportunity to directly impact the lives of local children by ensuring that day-in, day-out they receive the very highest standards of teaching and learning, have varied life experiences and are nurtured in a safe and positive educational environment.

As Deputy Principal for Student Achievement and a key member of the Senior Leadership Team (SLT) the successful candidate will have a key role in the raising of standards and securing excellent provision, for both students and staff, on our journey of school improvement, whilst working in an incredibly supportive environment.

West Craven serves the local community of Barnoldswick on the Lancashire / Yorkshire border and the wider community as a small and vibrant secondary school for young people aged 11 to 16 years. In September 2016, West Craven High School elected to become an academy in Pendle Education Trust, sponsored by the outstanding Nelson and Colne College.

Our vision is to create a culture and ethos which promotes high aspirations and expectations, balanced with the highest level of care and support. We want students to love coming to West Craven, love learning and love being part of the academy family. The vision involves educating the whole child; our academy motto 'Ad Vitam Paramus' means 'We Are Preparing for Life'. We encourage all students to get fully involved in the life of the academy and the opportunities beyond the classroom. As an academy at the heart of the community we want close links with our feeder primary schools, local businesses, colleges and training providers.

The school is on a programme of rapid transformation and improvement. As part of Pendle Education Trust, the future of the school is bright. We just need an outstanding and passionate Deputy Principal to share our vision, join our team and be committed to ensuring positive impact.

JOB DESCRIPTION

Purpose: To work alongside the Principal and as part of the Senior Leadership Team to ensure effective strategic and operational leadership across the Academy and hold accountability for standards achieved, quality teaching and learning and high achievement rates for all.

Key Responsibilities

- To provide outstanding leadership and promote the vision, values and ethos of the Academy throughout normal daily practice and at internal and external events.
- To develop, monitor and evaluate quality assurance standards for the Academy, to ensure the highest possible standards in teaching and learning, quality of student work and student outcomes.
- To lead on a clear strategic drive to ensure excellent, inclusive daily teaching and learning across the Academy.
- To establish innovative and effective working relationships within the Academy bringing out the potential for leadership in others and stimulating colleagues with a positive, active and supportive attitude.
- To provide all teaching staff with regular opportunities to develop professionally as teachers and be engaged in inspiring and high quality CPD, as part of a highly effective professional learning culture, including the implementation of coaching.
- To have oversight of subject areas and effectively line manage curriculum leaders.
- To ensure a continuous and consistent focus on students' achievement in classrooms ensuring high quality assessment pedagogy.
- To work closely with the Principal and Senior Leadership Team (SLT) on ensuring effective data systems and benchmarking to monitor progress.
- To work closely with the Principal and Senior Leadership (SLT) on ensuring a positive behaviour for learning culture where students take pride in their work and academy.
- To monitor, evaluate and review academy practice and promote and implement successful improvement strategies, ensuring teaching and learning and other related policies are regularly updated and adhered to.
- To report to the Principal and governors on the quality of education at the Academy with recommendations, as necessary, on strategies required to address any areas of concern or inconsistency.
- To develop, monitor and evaluate quality assurance standards for the Academy, to ensure the highest possible standards.
- To ensure a continuous and consistent focus on students' achievement via effective data systems and benchmarking to monitor progress.
- Engage in marketing activities and liaison with employers and the wider community in line with Trust strategies and to promote the careers guidance and development opportunities for students.
- To monitor, evaluate and review academy practice and promote and implement successful improvement strategies, ensuring assessment, reporting and recording and teaching and learning policies are regularly updated and adhered to.

JOB DESCRIPTION

Key Responsibilities

- To report to the Principal and governors on standards at the Academy with recommendations, as necessary, on strategies required to address any areas of concern or inconsistency.
- To participate fully in the Academy's appraisal process, appraise staff, regularly review own practice, set personal targets and take responsibility for own development.
- To monitor performance to identify, share and promote best practice across the Academy and take action to address inconsistencies and tackle under performance at all levels.
- To ensure effective intervention is in place for all students in order to address key development aims for the Academy and maximise the achievement and progress of students.
- To ensure effective and efficient management, organisation and deployment of learning resources, including information and communications technology.
- To contribute to the recruitment of staff in the Academy as requested by the Principal.
- To create and promote positive strategies for ensuring equality of opportunity for all and ensure the fair and equal treatment of all staff, students, parents/carers and stakeholders.

Trust Responsibilities

- Assist in the task of ensuring that management, finances, organisation and administration of the Academy support its vision and aims and are appropriate to the Academy's present and likely future resources.
- Share the Trust's Vision, Mission, Values and Behaviours and communicate them effectively.
- Participate in Staff Review and Professional Development activities, and be actively involved in the Trust's culture of high expectation.
- Value diversity and promote equality.
- Engage in marketing activities and liaison with employers and the wider community in line with Trust strategies.
- Contribute to cross-Trust events.
- Adhere to Trust policies and procedures including Health and Safety.
- Be responsible for safeguarding and promoting the welfare of children and young people.
- Work flexibly including, where necessary, evenings and weekends.
- Any other duties that the Principal/Director of Education consider appropriate.

PERSON SPECIFICATION

Qualifications and Attainments

Education to degree level - **Essential**

Teaching qualification - **Essential**

Higher degree - **Desirable**

Professional qualification in a relevant area - **Desirable**

Knowledge

A thorough knowledge and understanding of the major aspects of secondary provision and the issues which impact the sector - **Essential**

Knowledge of new Government legislation and curriculum requirements - **Essential**

A sound understanding of equality and diversity - **Essential**

Experience

Successful experience of leadership in a secondary school setting - **Essential**

Experience of responsibility for developing, monitoring and evaluating an aspect of school provision - **Essential**

Experience of monitoring and analysing data at an academy-level to drive improvement - **Essential**

Experience of leading, managing, coaching and mentoring staff - **Essential**

Skills and Abilities

To be flexible and able to take both a proactive and responsive approach to change - **Essential**

To be a good communicator and be able to present to a wide range of audiences - **Essential**

To promote equality of opportunity throughout all aspects of Academy life - **Essential**

To lead others with energy, enthusiasm and tenacity to command respect and to provide an environment where others feel valued and motivated - **Essential**

Attitudes and Beliefs

Commitment to excellence - **Essential**

Commitment to inclusivity, equality and diversity - **Essential**

Commitment to the role of secondary education in developing children's life chances and enabling them to achieve their full potential - **Essential**

Commitment and passion for excellence in teaching and learning for children at all levels - **Essential**

Commitment to ensuring a healthy and safe environment and the welfare of children and staff - **Essential**

Commitment to quality and to continuous personal and Academy improvement - **Essential**

Commitment to high professional and personal standards of work and conduct - **Essential**

Commitment to the values of Pendle Education Trust - **Essential**

PRE EMPLOYMENT CHECKS

Please note: All of our positions are subject to an enhanced DBS check. If there's any reason why this may preclude you from being considered, please contact the Pendle Education Trust team. In line with Keeping Children Safe in Education 2024, an online search will be carried out as part of our due diligence on shortlisted candidates.

CVs are not accepted. If you're interested and would like to submit an application, please complete our online application form via our website careers.pendleeducationtrust.co.uk

Equal Opportunities statement

We are an Equal Opportunities employer, welcoming applications from all sections of the community.

Rehabilitation

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If successful you will be required to apply to the Disclosure and Barring Service (DBS) for a 'disclosure'. Information provided by you or the Disclosure and Barring Service will be dealt with in a confidential manner in accordance with the DBS's Code of Practice. You may view the Code of Practice on the DBS website at www.gov.uk/dbs or alternatively a copy is available on request.





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Pendle Education Trust
Nelson and Colne College
Scotland Road
Nelson
BB9 7YT

Email

HR@pendleeducationtrust.co.uk

Company Registration Number

08263591

Place of Registration

England and Wales