



# VICE PRINCIPAL RECRUITMENT PACK

# WELCOME FROM THE PRINCIPAL

Dear Candidate,

Thank you for your interest in the position of Vice Principal (Quality of Education) at Rainhill High School. I hope you find this information pack helpful. If you would like to know more about us before you apply, please visit our website at [www.rainhillhighschool.org.uk](http://www.rainhillhighschool.org.uk) or contact [jobs@rainhillhigh.org.uk](mailto:jobs@rainhillhigh.org.uk).

Rainhill is a large 11–18 comprehensive serving over 1,500 students, including our thriving sixth form, RH6. We are proud of our inclusive ethos, our strong sense of community, and our tradition of excellence in both academic achievement and enrichment opportunities. From STEM to sport, from the arts to leadership pathways, Rainhill students benefit from a rich and ambitious curriculum designed to prepare them for the next stage of their lives.

Our school has a long and strong record of success, with excellent student destinations. Our continued focus is on raising aspirations, achievements and confidence to ensure that every young person leaves us ready to take on the world with conviction and self-assurance. We make no apologies for having the highest expectations of all our students. This is complemented by outstanding pastoral care, support and guidance, as well as a wide range of enrichment and extra-curricular activities, ranging from international trips to highly successful sports teams.

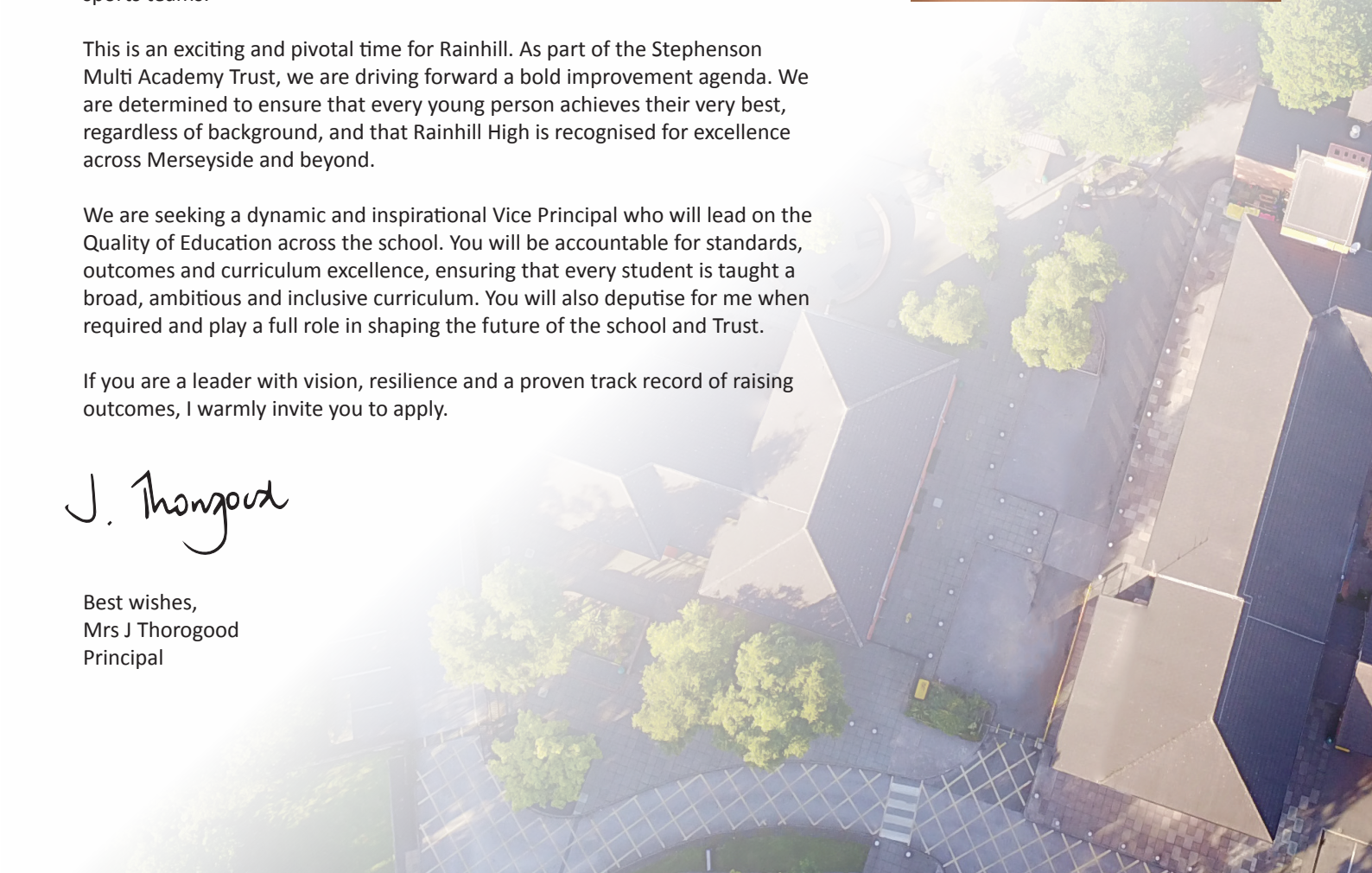
This is an exciting and pivotal time for Rainhill. As part of the Stephenson Multi Academy Trust, we are driving forward a bold improvement agenda. We are determined to ensure that every young person achieves their very best, regardless of background, and that Rainhill High is recognised for excellence across Merseyside and beyond.

We are seeking a dynamic and inspirational Vice Principal who will lead on the Quality of Education across the school. You will be accountable for standards, outcomes and curriculum excellence, ensuring that every student is taught a broad, ambitious and inclusive curriculum. You will also deputise for me when required and play a full role in shaping the future of the school and Trust.

If you are a leader with vision, resilience and a proven track record of raising outcomes, I warmly invite you to apply.



Best wishes,  
Mrs J Thorogood  
Principal



# ROLE OVERVIEW

## DIRECTLY RESPONSIBLE TO:

Principal

## COMMENCING:

January 2026

## CONTRACT:

Full-time, Permanent

## CLOSING DATE:

9am Monday 22 Sept 2025

## INTERVIEW DATE:

29th & 30th September 2025

## SALARY:

Leadership Scale L22–L26

## LOCATION:

Rainhill High School, Merseyside  
(Stephenson Multi Academy Trust)

Are you an ambitious and inspirational leader with a proven track record of raising standards and improving outcomes? Do you have the vision and resilience to shape the future of teaching, learning and curriculum in a large and inclusive 11–18 comprehensive? If so, Rainhill High School, including our thriving sixth form, RH6, invites you to apply for the post of Vice Principal (Quality of Education).

This is a key strategic leadership role at an exciting and pivotal time for the school. As Vice Principal, you will be accountable for the quality, ambition and inclusivity of the curriculum across KS3–5, ensuring that every student — regardless of background — achieves their very best.

### You will:

- Lead the development and delivery of a broad, ambitious and inclusive curriculum that equips students for success in further education, employment and life.
- Drive consistently high standards of teaching, learning and assessment across all subjects.
- Oversee rigorous Quality Assurance systems that secure continuous improvement in outcomes.
- Lead on literacy, numeracy and reading to ensure every pupil can access the full curriculum.
- Ensure outstanding provision for disadvantaged students and those with SEND.
- Manage external examinations (11–18) and ensure strong transition and progression pathways.
- Deputise for the Principal when required and play a full role in the leadership of Rainhill and the wider Stephenson MAT.

We are looking for a leader who is inspirational, resilient and committed to inclusion and fairness. You will bring expertise in curriculum, teaching and assessment, alongside the strategic skills to hold others to account and support their development.

### At Rainhill High School, you will find:

- A large, forward-thinking comprehensive with a strong sixth form.
- A supportive and ambitious Multi Academy Trust, committed to staff development.
- The opportunity to make a measurable difference to the lives of young people in Merseyside.

If you are ready to take on this pivotal role and contribute to our journey towards excellence, we would be delighted to hear from you.

Prospective candidates are warmly encouraged to visit the school. To arrange a visit, please call

**01744 677205**

Please return application form to  
**jobs@rainhillhigh.org.uk**

Rainhill High School and Sixth Form is committed to safeguarding and promoting the welfare of children and young people as well as promoting equality of opportunity and community cohesion; where the diversity of different backgrounds and circumstances is appreciated and positively valued and expects all staff, volunteers and other workers to share in this commitment. This post is subject to an Enhanced Disclosing & Barring Certificate and online searches as part of our Safer Recruitment & Selection Procedures.

# RECRUITMENT PACK VICE PRINCIPAL



*"The culture of improvement is something I love about working for Stephenson Academy Trust. At Rainhill High School, we have a bespoke approach to CPD for all staff members from ECT to Senior leader. Each member of staff is supported to work on their teaching pedagogy through a collaborative approach that meets the needs of the teacher at all stages of their practice. I feel that this quality of education centred approach supports the wellbeing of the staff and allows teachers to make significant and measurable improvements to their teaching and learning pedagogy which in turn supports the students."*

**Rainhill Teacher**

*"Helping my child to be the best they can be."*

**Parent**

*"A dedicated teacher who encourages and guides my child in lessons. Makes the lessons enjoyable and provides positive feedback. An excellent teacher."*

**Parent**

*"Because from the caretaker to the headteacher, all the staff are amazing. Thank you."*

**Parent**

**"Knowing that my child feels happy/safe whilst eager to learn around her."**

**Parent**

*"Fantastic, great communication with parents and great educators, making learning fun and getting results."*

**Parent**

*"I couldn't have asked for a better form tutor for my son. It's really reassuring to know that there is someone there to support him and check in with him daily. He has thrived since starting high school and I am very grateful for her kindness and reassurance."*

**Parent**



# JOB DESCRIPTION

## VICE PRINCIPAL (QUALITY OF EDUCATION)

**School:** Rainhill High School, Merseyside

**Trust:** Stephenson Multi Academy Trust

**Salary:** Leadership Scale L22–L26

**Start Date:** January 2026

**Responsible to:** Principal

**Responsible for:** AP Quality of Education; AP RSL & Intervention Manager; AP Vocational & DIS; Director of RH6

### Core Purpose

To provide strategic leadership of the Quality of Education at Rainhill High School, ensuring that the curriculum, teaching and assessment are ambitious, inclusive and effective, leading to excellent outcomes for all learners. To deputise for the Principal as required, upholding the vision, values and professional standards of the school and Trust.

### Accountabilities

#### Professional Conduct & Leadership

- Uphold the highest standards of ethics, conduct and professionalism, modelling Rainhill's values.
- Build positive relationships across the school community and Trust.
- Deputise for the Principal when required in line with the STPCD.

#### 1. Intent – Curriculum Leadership & Ambition

- Develop and sustain a clear curriculum vision that reflects Rainhill's inclusive ethos and ambition.
- Ensure curriculum coverage, structure and sequencing across KS3–5 are coherent and progressive.
- Guarantee a broad and balanced curriculum, including enrichment and cultural capital, accessible to all learners (including disadvantaged and SEND).
- Oversee curriculum design, timetabling, and pathways, including a high-quality options process and academic transition programmes.
- Ensure RH6 provision complements and extends 11–16 pathways.

#### 2. Implementation – Teaching, Learning & Provision

- Establish consistently high-quality teaching and learning across all subjects.
- Ensure effective formative and summative assessment systems that inform teaching and support pupil progress.
- Lead robust Quality Assurance systems.
- Provide high-quality CPD that is research-informed and improves practice.
- Develop strong middle leadership capacity, ensuring curriculum leaders are skilled, ambitious and accountable.
- Prioritise literacy and reading across the curriculum, ensuring all students can access the full curriculum.
- Ensure numeracy standards are raised across subjects.
- Oversee inclusive and ambitious SEND provision curriculum provision and delivery.

#### 3. Impact – Standards, Outcomes & Evaluation

- Be accountable for the attainment and progress of all learners, regardless of starting point or background.
- Ensure a strong curriculum and outcomes against national standards, taking the necessary and effective action as required.
- Lead the effective management of all external examinations (11–18).
- Ensure measurable improvements in literacy and numeracy outcomes.
- Report regularly to the Principal, Trust Board and Local Academy Committee.

#### 4. Leadership & Management – Culture & Accountability

- Promote a culture of professionalism, collaboration and accountability among staff.
- Ensure behaviour systems are consistent, fair and promote high expectations.
- Create a school environment that is safe, inclusive and enriching, preparing pupils for life beyond Rainhill.
- Contribute to the work of the Stephenson MAT, supporting wider Trust improvement.
- Ensure statutory duties are met, including for safeguarding.

# PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
<b>Qualifications &amp; Training</b>	QTS and degree. Ongoing CPD in leadership and curriculum.	NPQH/NPQSL.	Application / Certificates.
<b>Leadership &amp; Conduct</b>	Proven record of SLT leadership, upholding vision, values and high standards. Experience deputising for Principal.	Experience reporting to governors/trustees.	Application / References / Interview.
<b>Curriculum Intent</b>	Evidence of leading ambitious, broad and inclusive curriculum planning across KS3–5.	Experience sustaining curriculum breadth (arts, enrichment, cultural capital).	Application / Task / Interview
<b>Implementation</b>	Experience raising teaching and learning standards at whole-school/departmental level. Skilled in QA, CPD and assessment leadership. Proven track record developing middle leaders.	Experience embedding blended/digital learning.	Application / References / Interview.
<b>Impact</b>	Evidence of improving attainment and progress across cohorts. Experience of leading external exams.	Experience in Ofsted preparation/SEF.	Application / Data / Interview.
<b>Literacy &amp; Numeracy</b>	Evidence of raising literacy and numeracy standards across the curriculum.	Experience embedding disciplinary literacy.	Application / Task / Interview.
<b>Inclusion &amp; SEND</b>	Commitment to ambitious outcomes for disadvantaged and SEND learners. Understanding of SEND Code of Practice.	Additional SEND qualifications.	Application / References / Interview.
<b>QA &amp; Accountability</b>	Skilled in leading whole-school QA systems and holding others to account.	Experience of Trust-wide leadership.	Application / Task / Interview.
<b>Safeguarding &amp; Wellbeing</b>	Strong understanding of safeguarding responsibilities.	DSL training.	Application / References / Interview.
<b>Personal Qualities</b>	Inspirational, resilient leader; excellent communicator; strategic thinker.	Aspiration to Headship.	Application / References / Interview.



# STEPHENSON TRUST

Stephenson Trust is based in Rainhill, Merseyside and is currently a single school in a multi academy trust. We have several external partners, including Hope University, Ambition Institute, SSAT, Rainbow teaching school hub and the educational endowment fund.

We are now seeking to expand in the next couple of years with those who share our desire to provide an excellent education

In our trust, our vision is one of excellence for everyone, pupils and staff. We believe that by working together, we can make a positive difference to children's lives. We place emphasis on wellbeing, collaboration and professional development for our staff, underpinned by research. Our aim is to ensure our students finish their education with us as well-rounded, well-grounded individuals who will make a positive contribution to society, which is partly achieved by ensuring our workforce is supported and professionally challenged, underpinned by comprehensive CPD programmes and wellbeing initiatives. We offer the following benefits, designed to promote your wellbeing and make your role enjoyable and rewarding.

For the right candidate there will be additional opportunities based on potential, ability and capacity to make a difference across the team and the school.

## **BENEFITS OF WORKING FOR STEPHENSON TRUST**

- A culture that actively promotes a positive work-life balance
- Teachers' Pension Scheme with a generous employer contribution
- Flexible and Family Friendly Policies
- Continued Professional Development
- Lifestyle benefits and discounts
- National Terms and Conditions
- Free on-site parking
- On-site catering facilities

# HOW TO APPLY

<https://rainhillhighschool.org.uk/about/rhs-vacancies>

## Guidance for Applicants

**Closing date:** Monday 22nd September 2025

**Interviews:** 29th & 30th September 2025

Application forms are available via the Rainhill High School website ([www.rainhillhighschool.org.uk](http://www.rainhillhighschool.org.uk)) or by contacting [jobs@rainhillhigh.org.uk](mailto:jobs@rainhillhigh.org.uk). Completed applications should be returned to [jobs@rainhillhigh.org.uk](mailto:jobs@rainhillhigh.org.uk). Applications may also be submitted in hard copy to the school's postal address.

For an informal discussion about the role, please contact Mrs Josie Thorogood, Principal.

## Completing Your Application

**Your application consists of two parts:**

1. The Application Form
2. The optional Equal Opportunities Monitoring Form

- Tailor your application to the role by carefully reading the Job Description and Person Specification. Your application will be measured against the essential criteria listed.
- Use Section 6 to demonstrate clearly, with specific examples, how your skills, abilities and experience meet the essential criteria.
- In Section 7, please provide details of two referees – one must be your current or most recent employer. Referees cannot be relatives or friends. If you have previously worked with children or vulnerable adults, please include your most recent employer in that context.
- In Section 14, in line with Keeping Children Safe in Education (2024), the Trust will conduct online searches after shortlisting for any candidates invited to interview.

You may also wish to submit a covering letter outlining how your career to date has prepared you for this post.

Take time to ensure your application is complete, accurate and free from spelling or grammatical errors. Providing false or misleading information could result in your application being rejected, a conditional offer withdrawn, or lead to disciplinary proceedings.

By submitting your form via email, it will be deemed signed. If shortlisted, you will be required to sign a hard copy at interview or upon accepting an offer (subject to further checks).

The Equal Opportunities form is used solely for monitoring purposes to help us develop and improve our recruitment practice.

Please note: if applying for a post involving work with children or vulnerable adults, you should include the date you left secondary education. We may contact any of your previous employers to confirm details provided.

Retention of Applications: Application forms for unsuccessful candidates are retained for six months before being securely destroyed.





**RAINHILL  
HIGH SCHOOL**

RAINHILL HIGH SCHOOL  
WARINGTON ROAD, RAINHILL, MERSEYSIDE, L35 6NY

[WWW.RAINHILLHIGHSCHOOL.ORG.UK](http://WWW.RAINHILLHIGHSCHOOL.ORG.UK)