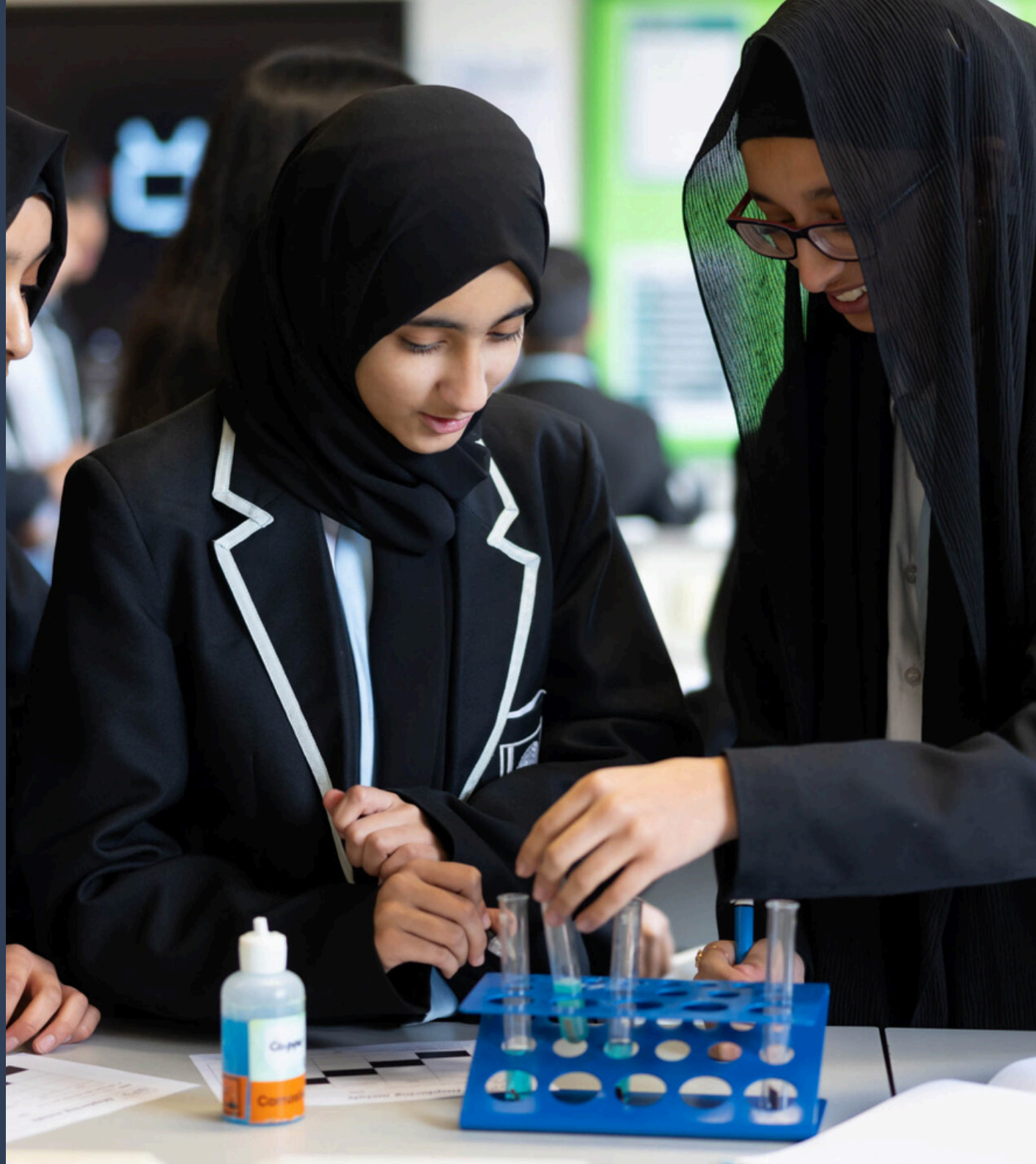




Recruitment Pack

Senior Deputy Headteacher

March 2025



A WELCOME FROM THE CEO OF THE ATC MULTI ACADEMY TRUST



Thank you for your interest in the position of Senior Deputy Headteacher at Witton Park Academy, Blackburn

The successful applicant will provide expert guidance and support to school leadership teams, helping them critically evaluate their performance, identify key areas for improvement, and develop effective strategies to raise student achievement. They will act as a collaborative partner to drive positive change within AtC's schools by offering professional challenge and feedback while respecting the school's autonomy.

To be successful in this role, the ideal candidate will be able to demonstrate a clear understanding of and commitment to the values of both Witton Park Academy and the AtC Trust.

Bowland High and Witton Park Academy worked together from the Autumn of 2015 to form a multi-academy trust (MAT).

We felt that working in collaboration was more beneficial to our pupils, parents and staff than competing with other local schools.

The Trust – Achievement through Collaboration (AtC) was formed in 2016. Since this time we have developed the expertise of staff building up 13 Specialist Leaders of Education, one Local Leader of Education and one National Leader of Governance.

Much work has been completed to set up systems that gain benefit from being part of a larger organisation. Roseacre Primary Academy joined our Trust in December 2018 becoming the first primary school in AtC.

Thames Primary Academy also joined AtC on 1 September 2020 following the development of a strong partnership. Working with Roseacre and Thames has improved the expertise within our schools, giving greater depth to understanding the demands of the curriculum, especially on transition between primary and secondary school.

In February 2025 Community First Academy Trust merged with AtC bring Platt Bridge Community School, Kingsbridge EIP SCITT and two trading companies into the Trust, to take us to a Trust of five strong schools.

Jane Chambers CEO





Welcome from our Headteacher Mr Martin Knowles

At Witton Park Academy we firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

To be considered for this role, you must have the following essential qualifications, experience, skills, and qualities:

- Extensive experience in education:
- Proven track record of successful senior leadership roles within a secondary school setting
- Strong understanding of school improvement strategies:
- Deep knowledge of evidence-based practices, data-driven decision making, and effective interventions to raise student achievement.
- Excellent communication and interpersonal skills:
- Ability to build strong relationships with school leaders, staff, and stakeholders, providing constructive feedback with sensitivity and respect.
- Analytical skills:
- Proficiency in data analysis, interpreting complex information, and using data to inform improvement strategies.

The following qualifications, experience, skills, and qualities are desirable:

- Experience working in a multi-academy trust.
- Experience working in a school with a diverse student body.
- Understanding of the local community and its needs.
- Experience working with external partners for improvements.

In addition to the above, the ideal candidate will be able to demonstrate a clear understanding of and commitment to the values of both Witton Park Academy and the AtC Trust. The appointment is subject to the current conditions of employment of Leaders contained in the School Teachers Pay and Conditions document and other current educational and employment legislation including that of the Department for Education, and the terms of the Achievement through Collaboration Trust contract of employment.

We look forward to your application, we look forward to welcoming a new team member who shares our commitment to excellence in education!





INFORMATION FOR CANDIDATES ABOUT THE SCHOOL

We are extremely proud of our school; the achievements of our pupils, the expertise and dedication of our staff, our outstanding facilities and our reputation as a centre of excellence.

Our ultra-modern school buildings allow our pupils to flourish in facilities for learning that truly do enable us to trail blaze innovative learning – from the bright and attractive classrooms, to the fully equipped outside play areas, the facilities allow our pupils to fully explore their talents and to shine in those areas that they most enjoy.

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School Capacity 1230 NOR 1252

Percentage of children eligible for free school meals 34.1%

as of 3rd March 2025

At Witton Park Academy - EVERY CHILD NO EXCUSES

We want every single student to achieve their potential. We go the extra mile for our students and understand that some of our students will require more support to overcome barriers to learning than others. We work collaboratively to problem solve and find the best therapeutic and academic solutions for our students to achieve the best possible outcomes.

High Expectations

We know that expecting the best from all our students is integral to them achieving a world class education. We strive day in and day out to ensure the highest standards of behaviour where everyone can learn and develop in a safe and secure environment. We also work tirelessly to embed the importance of attendance as a vital employability skill and work collaboratively with parents and carers to ensure all students attend school.

We want our students to develop a life-long love of learning and to have the confidence to make a difference in their community as positive, proactive citizens within our society.

*Innovating... Engaging... Caring... Learning... Succeeding Together.
With pride and passion we unite our school and our local
community, and lead the drive to be 'always learning'.*

INFORMATION FOR CANDIDATES ABOUT THE TRUST



Achievement through Collaboration is a strong Trust of four great schools that serve very diverse communities.

The Trust was initially formed as a partnership between school leaders from Bowland High and Witton Park who shared similar ethos and values; a strong sense of the importance of social justice underpins the work of the Trust.

The current wording of the Trusts ethos and values are very closely associated with one of the founding schools. As the Trust has grown, whilst our desire to put children first and at the heart of everything we do remains unchanged, we recognise that the wording of our vision, mission and values needs to more fully reflect what we aim to achieve with wider collaboration.

At ATC we Achieve - we ensure all children have the knowledge, skills and character to shape future success for themselves and their world.

- Achievement means we place value on fully developing each child's potential, recognising and valuing all learning. We are inclusive and strive for equity for every child.
- Achievement means that our pupils, enabled through powerful knowledge and empowered through transformational competencies, are equipped to overcome any barrier to a successful future.
- Achievement means our pupils are prepared for life in modern Britain, that they lead fulfilling lives and remain lifelong learners

At ATC we Belong - we are individual schools united through common purpose and shared values.

- Valuing the identities, heritage and cultures of each of our children, adults and schools builds a culture of belonging where individuals and groups flourish and contribute to each other's successful future.
- Our values and purpose, codify how we work together. They ensure that schools retain the individuality to serve their different communities whilst also demonstrating that they work in trust with the other members of Achievement through Collaboration.
- Those who lead and govern communicate the Trust's values and purpose through their service to schools and their communities. Their behavioural norms define what it is to belong to Achievement through Collaboration.

At ATC we Collaborate - we share good practice, support schools and provide opportunities for children, staff and our communities.

- Collaboration is built upon nurturing, respectful relationships with each other and the environment that puts children first; every child no matter what background, no matter what barriers.
- Through collaboration we mobilise the best research and evidence to focus relentlessly on knowledge-building so that every staff member in every school is as good as they can be in what they do and how they do it.
- Effective collaboration draws upon the diversity within the trust to overcome the barriers of bias, stereotype and discrimination, building cohesive communities

INFORMATION FOR CANDIDATES



Our Values

All members of Atc are expected to display our values. Our values are the golden thread woven through our service to our pupils, our communities and each other.



All staff at Achievement through collaboration Trust act with **respect** and **integrity**; they take their duty to serve their schools and communities seriously, collaborating with each other so that all achievement is recognised and everyone can thrive.

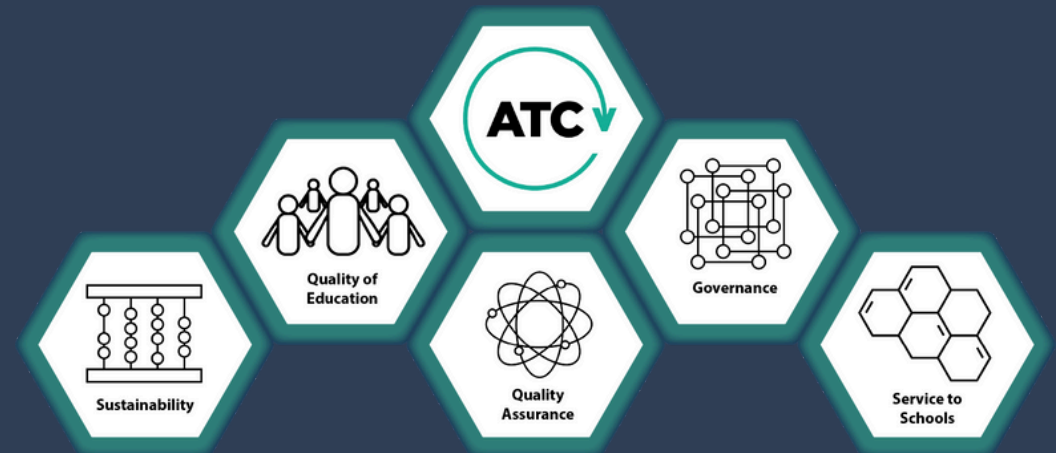
Innovation and **aspiration** inform our constant drive to improve; our staff are forward thinking and courageous, they have high ambitions for our pupils and are **resilient** in overcoming any barriers that may prevent those ambitions from being met.

Nurturing relationships enable and empower our staff to be tenacious in ensuring equity for all.

Our Strategic Plan

The objectives of our strategic plan encompass our following strategies:

- Quality of Education
- Governance
- Service to School
- Quality Assurance
- Sustainability



JOB DESCRIPTION:

Senior Deputy Headteacher

Grade/Salary Scale:	L27 £94,332 per year - FTE (Full time equivalent)
Reporting to:	Headteacher
Start date:	As soon as possible.
Contract:	Permanent, working at Witton Park Academy but with potential flexibly according to the demands of the Trust.

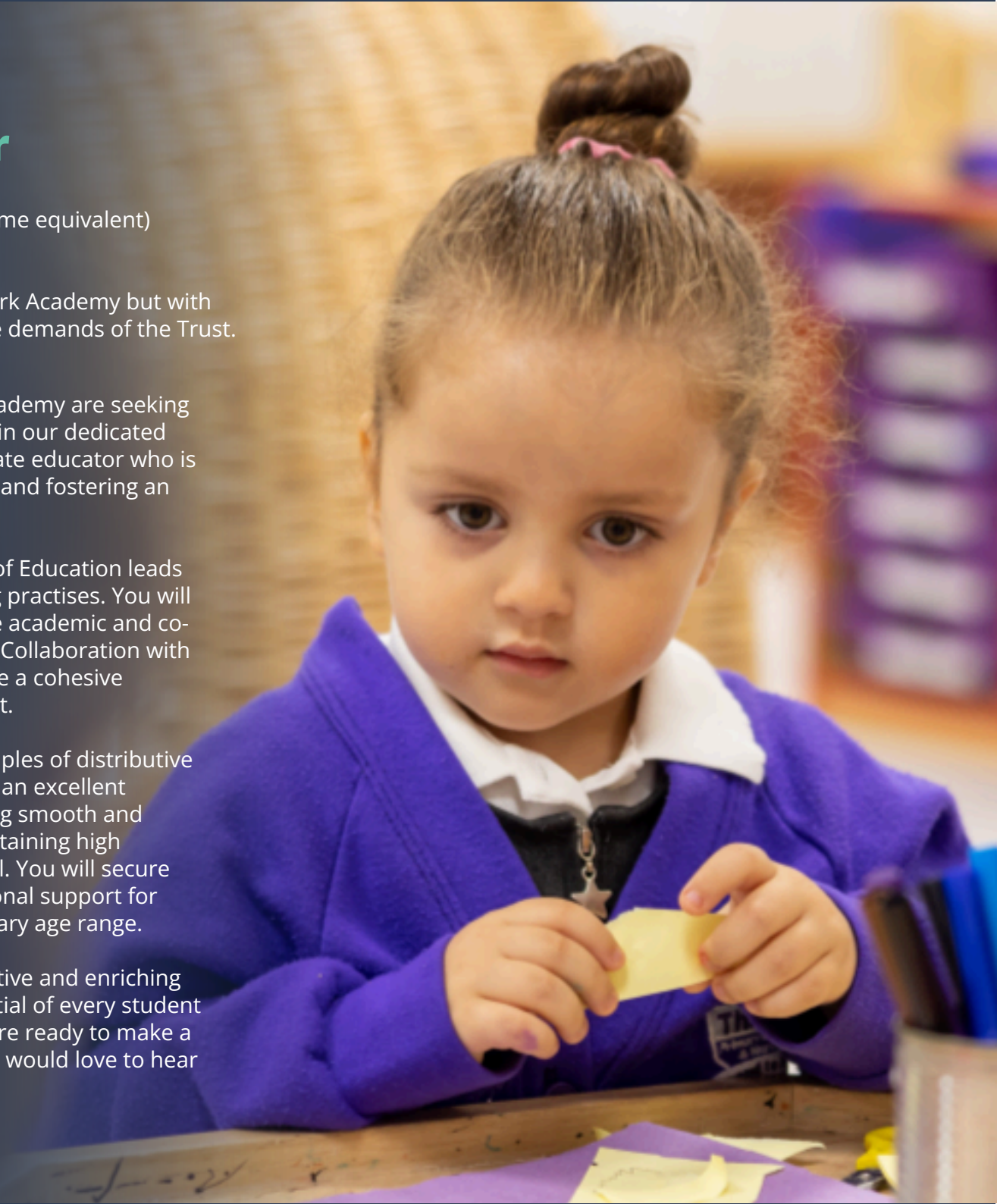
Job Purpose:

Achievement through Collaboration Trust and Witton Park Academy are seeking an exceptional and dynamic Senior Deputy Headteacher to join our dedicated leadership team. This is an exciting opportunity for a passionate educator who is committed to driving high standards in teaching and learning and fostering an inclusive and inspiring school culture.

In this role, you will provide support and guidance to Quality of Education leads within the Trust, enhancing leadership, teaching, and learning practises. You will lead the implementation of a holistic, ambitious, and inclusive academic and co-curricular programme that engages and inspires all students. Collaboration with the Director of School Improvement will be essential to ensure a cohesive approach to improving educational standards across the Trust.

As part of your core responsibilities, you will embed the principles of distributive leadership throughout the school and establish and maintain an excellent learning environment that reflects the school's vision. Ensuring smooth and efficient daily operations of the school community while maintaining high standards of work and behaviour from students will be crucial. You will secure effective teaching, learning, and assessment through exceptional support for colleagues and deliver high-quality lessons across the secondary age range.

At Witton Park Academy, we are committed to creating a positive and enriching environment for our pupils and staff. We believe in the potential of every student and strive to provide the highest quality of education. If you are ready to make a significant impact and lead our school towards excellence, we would love to hear from you!



JOB DESCRIPTION:

Senior Deputy Headteacher

MAIN PURPOSE OF THE ROLE

- Provide support and guidance to other Quality of Education leads within the Trust, in their approaches to leadership, teaching and learning.
- Assist in developing new and aspiring Deputy Headteachers.
- Work with the Headteacher and Director of Education on Quality of Education Leadership group and meetings to ensure a joined-up approach towards improving standards.
- Support colleagues in their work to develop and improve the school to achieve exceptional standards in teaching and learning in order to improve standards of behaviour, attendance, academic progress, attainment and personal development.
- Lead and manage the realisation of the school's vision through the implementation of a holistic, ambitious and fully inclusive academic and co-curriculum for all students achieving this through an engaging and inspiring teaching and learning strategy.
- In partnership with the Headteacher, facilitate an exceptional culture of lifelong learning through a comprehensive continuing professional development offer that supports individual staff and ensures high quality teaching and excellent student progress.
- Lead and manage whole school priorities, as determined by the Whole School Development Plan.
- Support and contribute to the development and implementation of the school vision and strategy.
- As a member of the senior leadership team provide support, supervision and direction in the day-to-day operational running of the school.
- Consistently evaluate workload to promote staff wellbeing and a positive culture.
- As Senior Deputy Headteacher deputised in the absence of the Headteacher and act as an Executive Senior Leader for schools requiring intervention



JOB DESCRIPTION:

Senior Deputy Headteacher

CORE RESPONSIBILITIES & TASKS

- To embed the principles of distributive leadership throughout the school
- To establish and maintain an excellent learning environment, demonstrated by regular and robust evidence, that encapsulates the overall vision for the school.
- To ensure that day-to-day operational aspects of the school community run smoothly and efficiently. Encapsulate the overall vision of the school and promote a positive culture.
- To ensure high and consistent standards of work and behaviour from students within the school community.
- To secure the most effective standards of teaching, learning and assessment through exceptional support for colleagues.
- As part of the teaching staff deliver highly effective lessons across the age range
- To provide leadership, professional support and guidance for staff ensuring that all are treated fairly, equitably and with dignity and respect to create and maintain a positive culture.
- To work with the Headteacher to ensure the best possible use of resources and value for money.
- Undertake such other duties as reasonably correspond to the general character of the post and commensurate with membership of the Senior Leadership Team.
- To carry out all activities in such a manner that data protection requirements are met and are in line with the School's policies for Health and Safety, and Equal Opportunities.
- Supporting the Headteacher and the rest of the leadership team to ensure a culture of safeguarding is maintained at all times

Additional:

- We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.
- Collectively, we share and co-develop best practice for the benefit of all our academies.
- We promote the employment of people with disabilities and will make adjustments considered reasonable to the above duties.
- You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings.
- This job description is not an exhaustive list of duties, and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.



JOB DESCRIPTION:

Senior Deputy Headteacher

- Ensuring that the school's safeguarding policies and procedures are robust and effectively implemented.
- Contribute to creating a culture of vigilance and promoting a safe environment where all students feel protected and supported.
- Curriculum review and development: Assisting in reviewing and enhancing curriculum design to ensure alignment with learning objectives and national standards.
- Data analysis and interpretation: Analysing student performance data to identify trends, patterns, and areas of concern, providing insights to inform decision-making

Equal opportunities We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment AtC is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The description reflects the position at the present time only and may be modified by the CEO, in consultation with the post holder, to reflect or anticipate changes in the job, commensurate with the salary and job title. A flexible working pattern is needed to ensure that all relevant functions are fulfilled. The post holders role involves work on different sites and attendance at board and committee meetings, including some Local Governing Body Meetings.



PERSON SPECIFICATION:

Senior Deputy Headteacher

Qualifications: Essential:

National Professional Qualification for Headship NPQH or higher degree
Qualified Teacher Status
Evidence of relevant and substantial CPD including Middle Leader Training
Permitted to work in the UK

Knowledge, Skills and Experience

Essential:

Experience at Senior Leadership Level
Teaching across the secondary age range and in particular experience of teaching across the secondary range in an area of high disadvantage
Experience of successful curriculum leadership, including monitoring, evaluating and target setting
Experience of working well in partnership with staff, governors, children, parents, carers and the wider community
Experience and knowledge of high standards of safeguarding children
Experience in Ofsted Inspection and post inspection action planning
Exemplary classroom practitioner and role model for excellent teaching and learning
Able to analyse and interpret data, identify trends and develop and deliver appropriate support and intervention strategies for improvement
Has good working understanding of assessment and tracking
Has a sound understanding of strategies to enhance teaching and learning opportunities
Has a good understanding of school self-evaluation and improvement planning
Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community

**for role full Person Specification see role advert at
<https://atctrust.face-ed.co.uk/vacancies>**



HOW TO APPLY

If you decide to apply for this position please click on the following link which will take you to our Trust vacancy site where you must create a profile in order to apply for the job - you may find it easier to attach to your CV to your profile so the system prefills the information required.



CLICK HERE TO APPLY NOW

To apply please visit: <https://atctrust.face-ed.co.uk/vacancies>

If you would like to enquire about the role please contact:

Martin Knowles Headteacher at: INSERT

Please note, it is the policy of AtC Trust to contact shortlisted candidates only.

Key Dates

Closing Date: 9am Monday 7th April 2025

Interviews: to be confirmed

Trust Head Office

Units 11&12, South Preston Office Village, Cuerden Way,
Bamber Bridge PR5 6BL
Email: rkausar@atctrust.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk

Achievement Through Collaboration Trust: www.atctrust.org.uk



ABOUT ACHIEVEMENT THROUGH COLLABORATION MULTI-ACADEMY TRUST



Our approach is based on integrity, avoiding the common pitfalls and prioritising the needs of the pupils in every member academy and the communities we serve. We aim to empower our member schools with earned autonomy – giving Governors and school leaders the support they require to shape their school, whilst standards remain high. We share proven methods amongst our members, and provide support when standards fall below the thresholds set. Our focus always remains on the well-being of every pupil, and their contribution to the community. We will help you to develop the full potential of your pupils and staff, and create a unique pupil offer with local relevance.

Bowland High Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils.

Roseacre Primary Academy Roseacre Primary Academy foster a shared vision of “Excellence for All – Excellence from All”, encouraging every child and adult to give their best and to expect the best in return. The ethos of the academy is evident as you walk around the school, take in the displays, soak up the atmosphere and speak to children and staff.

Thames Primary Academy & Nursery Thames Primary Academy take pride in developing outstanding teaching and learning by holding the highest expectations of all pupils and knowing the children well. Thames Primary challenge all children to strive for academic, creative, sporting and personal accomplishment within a broad, vibrant and enriched curriculum.

Witton Park Academy Witton Park is for children aged 11–16. It is within the boundary of Witton Country Park, to the west of Blackburn. Our ultra- modern school building allows our pupils to flourish.

Community First Academy Trust (Joined 01 February 2025) bringing Plat Bridge Community School & Nursery, Kingsbridge EIP SCITT and two trading companies CFAT Facilities Ltd and CFAT Superheroes Ltd





AtC Trust

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