

Assistant Principal Teaching, Learning and Professional Development L14-L18



**EVERYONE Matters
EVERYONE Helps
EVERYONE Succeeds**



PROUD TO BE A MEMBER OF
**EVERYONE MATTERS
SCHOOLS TRUST**

Principal's welcome

As Principal of Rainford High and CEO of the Everyone Matters Schools Trust. I am passionate about making Rainford High the best possible school for the young people who come here. This school is an inclusive and continually improving school, we are moving towards our goal of achieving excellence. As part of the Everyone Matters Schools Trust our aim is to build a legacy of excellent education for all our children and our community.

Our school has a clear ethos that **Everyone Matters, Everyone Helps and Everyone Succeeds**. This means we expect our community to be polite, kind and respectful, make sensible choices and work hard. To ensure **Everyone Matters** we are compassionate, understanding and ethical in how we operate as a school and trust. We understand that as a community we are an interconnected team and - put simply - we improve every day when **Everyone Helps**. We value the importance of hard work and the ability to keep going and overcome challenges as this means **Everyone Succeeds**.

Schools are fantastic places because they are about making dreams a reality. I believe young people can achieve anything that they want but they must underpin their dreams with a solid foundation of hard work, respect and honesty. It is Rainford High's job to prepare its young people for the future. I believe that the same applies to our staff we want them to be the best they can be and be happy, proud and fulfilled as part of our school community

We are looking for a special kind of person who wants to be part of community, live our ethos and make a difference to everyone who is part of the school and the trust. We believe that better people make better teachers, and we want the best people to work as part of our very special school community



**Principal
Ian Young**

Role overview

Rainford High School is seeking an outstanding, ambitious and values-driven leader to join our Strategic Leadership Team as **Assistant Principal: Teaching, Learning and Professional Development**.

Rainford High is a thriving 11–18 academy at the heart of its community and part of the **Everyone Matters Schools Trust**. The school is recognised for its strong culture, inclusive ethos and improving outcomes. Our most recent Ofsted inspection (January 2026) highlighted secure achievement, positive behaviour, effective safeguarding and improving outcomes for disadvantaged pupils and students with SEND, with students progressing confidently to their next steps.

Why join Rainford High?

- **Strong and improving outcomes:** GCSE attainment is consistently above local and national averages, including an Attainment 8 score of 50.5 and strong passes in English and mathematics
- **A successful Sixth Form:** Excellent A-level and BTEC outcomes, with high progression to first-choice universities and aspirational destinations
- **A people-centred culture:** Our ethos of *Everyone Matters, Everyone Helps, Everyone Succeeds* underpins daily practice, professional growth and high expectations

As Assistant Principal for Teaching, Learning and Professional Development, you will shape the quality of education across the school. You will:

- Lead high-quality, evidence-informed teaching and learning across all key stages
- Deliver a coherent professional development programme that improves practice and outcomes
- Strengthen curriculum quality, pedagogy and assessment alongside senior and middle leaders
- Champion inclusive practice and a strong climate for learning
- Model exceptional professionalism and contribute to the wider life of the school and Trust

We are seeking a credible leader who has a proven track record of improving teaching and learning, is passionate about staff development and evidence-based improvement, builds trust and inspires others, and shares our belief that better people make better teachers and better schools.

We offer a supportive and collegiate leadership team, the opportunity to make a significant whole-school impact, high-quality leadership development through the Trust, and a community that values ambition, kindness and professionalism.

Now is an exciting time to join Rainford High School — a school that is making a real difference to young people's lives.

We look forward to receiving your application and learning whether you could help shape the next stage of our journey.

Our school

Rainford High is an inclusive, inspirational and aspirational school community that prides itself on being truly comprehensive providing a great all-round education for our community.

We offer a broad, balanced and enriched curriculum that exceeds the National curriculum across key stage 3, 4 and 5. We are proud that we try to excel in all areas of school life including sport, the Arts, STEM and community work to make sure that all our community benefit from being part of Rainford High.

The students and staff are key to making Rainford High a special place that is compassionate, understanding and kind as well as being focused on achieving the highest standards for everyone in everything we do.



The Trust



EVERYONE MATTERS SCHOOLS TRUST

We are a trust that is passionate about making a difference to every child and person in the community we serve. We work tirelessly to ensure we have great schools made up of great people supported by the trust to provide a great educational offer for every child who attends one of our schools.

Our mission is to improve every person's life and their opportunities

Our trust culture is based on our humanity and the principles of compassion, generosity and kindness. We are proud of the trust's ethos and vision:

Everyone Matters: we strive for all our partners to be happy and successful schools within our trust community based on our culture of compassion, generosity and kindness.

Everyone Helps: we work together to make great choices for our schools and our children to create an interconnected community of team members who do the best for children, staff and our community.

Everyone Succeeds: we work tirelessly together to overcome the challenges we face to invest in our schools, so all our schools, children and team members are successful.



www.rainford.org.uk

Job description

Overall Responsibility

The Assistant Principal for Teaching, Learning and Professional Development will lead the strategic and operational development of high-quality teaching, learning and assessment across the whole school, ensuring that all staff are supported to deliver an ambitious curriculum that enables every student to achieve highly. As a key member of the Strategic Leadership Team, the postholder will contribute to shaping the school's ethos, vision and culture of continual improvement.

The role includes oversight of professional development, quality assurance and curriculum implementation, alongside line management responsibility for designated curriculum areas.

Key Areas of Accountability

Teaching, Learning and Curriculum Quality

- Lead the school in securing consistently high-quality teaching and learning that enables strong progress for all students, in line with the Ofsted Inspection Framework.
- Promote an evidence-informed approach to pedagogy, assessment and feedback, ensuring strategies are embedded, coherent and focused on impact rather than compliance.
- Work closely with curriculum leaders to ensure curriculum intent, implementation and impact are clearly articulated, well sequenced and inclusive of all learners.
- Lead the monitoring, evaluation and improvement of teaching and learning through proportionate, developmental quality assurance processes.

Professional Development and Staff Learning

- Design, implement and evaluate a coherent whole-school professional development strategy aligned to the School Improvement Plan and performance management priorities.
- Ensure professional development is sustained over time, subject- and phase-appropriate, and focused on improving classroom practice and pupil outcomes.
- Embed systems that enable staff to reflect on, record and evaluate the impact of their professional learning using evidence-based approaches.
- Lead the induction, mentoring and development of Early Career Teachers, trainee teachers and staff new to the school, working effectively with external providers where appropriate.

Leadership, Line Management and Capacity Building

- Provide strategic leadership and line management to designated curriculum leaders, supporting them in driving improvement within their areas.
- Develop leadership capacity at all levels through coaching, mentoring and targeted development opportunities.
- Lead and quality assure a rigorous, fair and consistent whole-school approach to performance management, ensuring links to professional development and pupil outcomes.

- Challenge and support middle leaders to evaluate impact accurately and respond effectively to identified priorities.

Behaviour, Inclusion and Climate for Learning

- Take a visible leadership role in promoting high expectations for behaviour, attitudes and conduct that support positive learning environments.
- Support staff and faculties in the effective use of behaviour systems and inclusive classroom strategies to maximise engagement and learning.
- Ensure teaching and learning approaches meet the needs of all learners, including disadvantaged pupils, those with SEND and pupils with additional needs.

Quality Assurance, Impact and Evaluation

- Lead the development of intelligent quality assurance systems that triangulate evidence from learning, pupil work, assessment and student voice.
- Evaluate the impact of professional development and teaching strategies on classroom practice and student outcomes, adjusting provision accordingly.
- Use data, research and professional dialogue to inform decision-making and school improvement priorities.

Culture, Collaboration and Communication

- Foster a culture of openness, trust and professional dialogue where high-quality practice is shared, celebrated and refined.
- Lead whole-school approaches to sharing effective practice through coaching, collaborative learning and internal networks.
- Communicate effectively with staff, governors, trust colleagues and external partners to support the school's continued improvement.
- Contribute actively to Trust-wide collaboration, supporting cross-school and cross-phase professional development where appropriate.

Professional Standards and Contribution to School Life

- Model the highest standards of professional conduct, ethical leadership and commitment to the school's values.
- Play a full and visible role in the wider life of the school, contributing to enrichment, community engagement and strategic development.
- Support the school in its ambition to be securely good and moving towards outstanding in all aspects of provision.

Person specification

Criteria	E/D	A/I
Teaching and Qualifications		
Qualified Teacher Status	E	A
Degree	E	A
Teaching Experience of at least 5 years	D	A/I
Recent Participation in Relevant In-Service Training	D	A
Professional knowledge and understanding		
Subject National Curriculum – ALL Key Stages	E	A
Assessment	E	A
Teaching and Learning Strategies	E	A
Ability to Teach Subject to GCSE	E	A
Ability to Teach Subject to A-Level	E	A
Willingness to assist in delivery of extra curricular activities	E	A
An awareness of safeguarding children issues	E	I
Personal Skills and Abilities		
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	A
High Level of Communication and Interpersonal Skills	E	A
An ability to lead	E	A/I
Personal Motivation	E	I
Ability to Motivate Students	E	I
Excellent Organisation and Administrative Skills	E	I
Excellent ICT Skills	E	I
Work as Part of a Team	E	A/I

E = Essential requirement of the role A = Assessed via the application form P = Presentation
D = Desirable requirement of the role I = Assessed at Interview T = Task

How to apply

The Everyone Matters Schools Trust Mission is to make a difference to every person so that we improve their life and opportunities. The Trust is working hard to make a difference to staff workloads by investing time, technology and support to make Rainford High a great place to work. 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. If you believe you are good enough and can meet the standards, maybe Rainford High is the school for you.

Benefits of working for the Everyone Matters Schools Trust

- Flexible working Opportunities
- Development opportunities within the trust
- Long Service awards
- Cycle to work scheme
- Holiday buying and selling scheme (support staff)
- Generous Annual Leave Package (support staff)
- Access to the Employee Assist Programme
- We look forward to receiving your application.

The school is committed to safeguarding and promoting the welfare of children. To ensure that this is achieved we expect all employees and volunteers to share this commitment, and staff will be recruited and selected in line with safer recruitment policy and practice. The successful applicant will undertake an enhance DBS check.

Application forms can be downloaded from the Rainford High School website at:

<https://rainford.org.uk/about-us/vacancies/>

Completed application form and supporting letter should be returned to my Personal Assistant, Mrs Julie Kershaw, J.Kershaw@rainford.org.uk. We look forward to receiving your application

Guidance

Application forms and letters should be typed in Calibri font and size 11.

Your letter of application should outline:

- Your experience
- Your qualities
- Any impact you have been able to show in previous roles
- How you believe you would contribute to our team
- Why you would want to work at Rainford High School as part of the Everyone Matters Schools Trust.

Please include two referees one of whom must be your present or most recent employer. If you are an ITT student applying for their first teaching role, please include your course tutor or equivalent and at least one school-based mentor.

We would recommend that application forms are submitted prior to deadline by at least two hours to allow for any issues that can occur with email and communication devices.