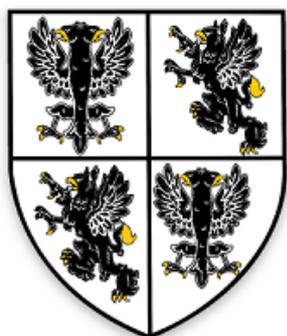




# STANLEY HIGH SCHOOL RECRUITMENT PACK



# HEADTEACHER

# WELCOME

Thank you for your interest in the role of Headteacher of Stanley High School. The Governors are looking to recruit an inspirational leader that could take Stanley High High school further on its journey to excellence for the 1st September 2025.

As you consider whether to apply for the post, I warmly invite you to visit the school to form your own impression of our traditional but vibrant school community and to meet some of the enthusiastic and talented staff, who inspire our students to success. Our motto at Stanley High School is **Success for All**. It is embedded in everything said and done throughout the school community. This is a unique opportunity for you to build on the current achievements of the school and to develop your career. You can be assured that you will have the full support of the committed and very capable Governors and Trustees as you lead our school onwards.

You will find our school situated in the attractive coastal location of Southport with excellent transport links to both Liverpool and Manchester. Stanley High School is a member of the family of schools within the Southport Learning Trust meaning you will have access to collaboration at all levels and support from the other Headteachers and schools in the Trust and the Central Team including our CEO, Ian Raikes. We have a comprehensive Employee Assistance Wellbeing Package and drive strategic planning for wellbeing through the Well School Trust framework.

An application form can be found on the school website at [stanleyhigh.co.uk](http://stanleyhigh.co.uk). Please return your application by email to [recruitment@southportlearningtrust.org](mailto:recruitment@southportlearningtrust.org). Shortlisting for interview will be based solely on the information you provide on the application form and covering letter. Please include evidence of how you meet the criteria set out in the person specification, providing examples where possible. We have a strong safeguarding culture and all applications are processed accordingly. Please note that any appointments are made subject to enhanced DBS clearance, identity checks, continuous employment/employment gaps check, online checks and satisfactory written references which we will apply for prior to the interview.

If you think you are the inspirational leader that could take Stanley High School further on its journey to excellence, we look forward to receiving your application and hopefully to meeting you soon. Please contact the Headteacher's PA **Joely Harper** to make arrangements to visit the school by email at [jharper@stanleyhigh.co.uk](mailto:jharper@stanleyhigh.co.uk).

Best wishes,

Ian Raikes - CEO - Southport Learning Trust

Warren Brooks - Chair of Governors



**Ian Raikes**  
**Southport Learning Trust**



# APPLICATIONS

**CONTRACT:** PERMANENT / FULL TIME

**CLOSING DATE:** WEDNESDAY 26th FEBRUARY 2025 - 12PM

**INTERVIEW DATE:** TUESDAY 11th & WEDNESDAY 12TH MARCH 2025

**START DATE:** SEPTEMBER 2025

**SALARY:** LEADERSHIP POINT 26-32 (GROUP 6) (£92,052 - £106,626)

**PLEASE SEND APPLICATIONS TO [RECRUITMENT@STANLEYHIGH.CO.UK](mailto:RECRUITMENT@STANLEYHIGH.CO.UK)**

***CVs will not be considered***

**Enclosed in this pack is:**

The job description and person specification for the role. Please use these to complete the application form for this post, setting out how you meet the criteria of the post. Please ensure that you complete the application form fully and do not leave any gaps in your career history.

An equal opportunity monitoring form which is enclosed with the application form. Please note the information on this form is used for monitoring purposes only and will not be seen by the shortlisting panel.

Our Recruitment Privacy Notice can be found on the school website, which sets out how we will gather, process and hold personal data of individuals as part of this recruitment process. If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date.

Stanley High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be requested to undertake an Enhanced Disclosure and Barring Service check. At least one member of our recruitment team for this post is Safer Recruitment trained and we adhere to Southport Learning Trust's Recruitment and Selection Policy for Employees and Volunteers.

We are proud to have an organisational culture where employees with varying perspectives, skills, life experiences and backgrounds – the best and brightest minds – can work together to achieve excellence and realise individual and organisational potential.

# JOB DESCRIPTION

<b>THE HEADTEACHER WILL</b>	<ul style="list-style-type: none"><li>• Provide professional leadership for the school which secures its success and improvement, ensuring high quality education which inspires and motivates its pupils and improves standards of learning and achievement</li><li>• Work with and through others to sustain the school's ethos and strategic direction</li><li>• Secure the commitment of the wider community to the school</li></ul>
<b>MAIN TASKS</b> <b>STRATEGIC DIRECTION AND DEVELOPMENT</b>	<ul style="list-style-type: none"><li>• Work with the Governors, in consultation with other interested parties, to lead, develop and support the strategic direction, vision, values and priorities of the school</li><li>• To create a strategic plan, underpinned by sound financial planning, which identifies priorities and targets for leading school improvement to move the school from good to outstanding</li><li>• To work with governors and staff to develop, implement and evaluate systems, policies and processes that enable the school to operate effectively and efficiently</li><li>• To ensure that all members of the school community are committed to its aims, motivated to achieve them, and involved in meeting objectives and targets to secure success</li></ul>
<b>MAIN TASKS</b> <b>SCHOOL CULTURE AND BEHAVIOUR</b>	<ul style="list-style-type: none"><li>• Build a school culture that takes account of the richness and diversity within the school community and where all pupils experience a positive and enriching school life</li><li>• Develop effective relationships and communications, which underpin a professional learning community that enables everyone in the school to achieve</li><li>• Determine, organise and implement a policy for the care, personal development and well-being of pupils. Lead a strong safeguarding culture</li><li>• Encourage high standards of behaviour through a behaviour policy that is clearly understood by staff and pupils and which uses consistent and fair approaches to managing behaviour</li></ul>
<b>MAIN TASKS</b> <b>TEACHING AND LEARNING</b>	<ul style="list-style-type: none"><li>• Determine, organise and implement a broad and coherent curriculum relevant to the needs and abilities of all pupils and preparing them for the next phase of their education and life</li><li>• Have ambitious expectations for all pupils, providing additional support and adaptation for those with SEND</li><li>• Monitor and evaluate the quality and effectiveness of teaching and standards of learning and achievement of all pupils to secure school improvement</li><li>• Create and promote strategies for developing equal opportunities and inclusion for all members of the school community</li><li>• Work with schools in other key stages to ensure satisfactory transfer and progression of pupils</li><li>• Build a collaborative learning culture within the school and Trust and engage with other schools and the wider community, to build effective learning communities</li></ul>

# JOB DESCRIPTION

<p><b>MAIN TASKS</b></p> <p><b>MANAGING RESOURCES, LEADING AND MANAGING STAFF</b></p>	<ul style="list-style-type: none"><li>• Maintain an organisational structure that reflects the school's values and enables the management systems, structures and processes to work effectively in line with key priorities and rigorous self-evaluation</li><li>• Ensure effective planning, allocation, support and evaluation of work, ensuring clear delegation of tasks and devolution of responsibilities, paying due attention to workload</li><li>• Provide opportunities for growth and continuing professional development of the teaching team, creating an inspiring, professional work environment and modelling behaviour consistent with the school's values and aspirations</li><li>• Ensure that all staff receive regular performance reviews and have individual professional development plans to address skills gaps</li><li>• Put in place effective team communication mechanisms to ensure that all staff are involved in the school improvement plan and kept informed of key priorities and developments</li><li>• Manage the school's financial and human resources efficiently, setting appropriate priorities for expenditure and ensuring the effective administration and control of the school budget</li><li>• Ensure the safety and welfare of all in school through effective management of safeguarding and due regard to health and safety regulation, including rigorous attention to identifying, managing and mitigating risk</li></ul>
<p><b>MAIN TASKS</b></p> <p><b>ACCOUNTABILITY</b></p>	<ul style="list-style-type: none"><li>• Provide information, objective advice and support to the governing body to enable it to meet its responsibilities and good value for money</li><li>• Develop an organisation in which everyone works collaboratively, shares knowledge and understanding and accepts collective accountability for the success of the school</li><li>• Ensure individual staff accountabilities are clearly defined, understood and agreed and are regularly reviewed and evaluated</li><li>• Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties</li></ul>
<p><b>MAIN TASKS</b></p> <p><b>STRENGTHENING COMMUNITY</b></p>	<ul style="list-style-type: none"><li>• Support, contribute to and lead the work of the Southport Learning Trust family of schools</li><li>• Create and maintain effective partnerships with parents and carers to support and improve pupils' achievements and personal development</li><li>• Develop effective links with the community to extend the curriculum, enhance teaching and broaden learning opportunities</li><li>• Develop partnerships with feeder primary schools and the wider school community</li><li>• Actively promote the school as a centre of excellence for education and families in the local community</li><li>• Maintain good working relationships and create partnerships with other professionals and colleagues within the local authority to improve educational opportunities and outcomes in the area.</li></ul>

# PERSON SPECIFICATION

**AF: Application form & Supporting Statement**

**I: Interview**

**R: Reference**

**E: Essential**

**D: Desirable**

Specification		Evidence
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Degree</li> <li>National Professional Qualification for Headship</li> </ul>	E, AF E, AF D, AF
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Evidence of regular, recent and appropriate professional development for the role of Headteacher.</li> <li>Has successfully undertaken appropriate Safeguarding training</li> </ul>	E, AF  E, AF
<b>School Leadership and Management Experience</b>	<ul style="list-style-type: none"> <li>A proven track record of successful senior leadership in a secondary school</li> <li>Active involvement in financial management and achieving best value in a secondary school</li> <li>Knowledge and understanding of strategic financial planning and budget management in relation to school improvement/pupil achievement</li> <li>A proven track record of successfully leading the professional development and growth of staff</li> <li>Evidence of successfully improving and achieving consistency in classroom practice</li> </ul>	E, AF, I, R E, AF, I, R  E, AF, I  E, AF, I, R  E, AF, I, R
<b>Experience and Knowledge of Teaching</b>	<ul style="list-style-type: none"> <li>Experience of teaching in more than one secondary school</li> <li>To have a working and current knowledge/understanding of Key Stages 3 &amp; 4</li> <li>A proven track record of having effectively used data, assessment and target setting to raise standards/address weaknesses</li> <li>Successful experience of meeting the needs of all pupils through high quality teaching and support strategies</li> </ul>	D, AF E, AF, I E, AF, I, R  E, AF, I, R
<b>Professional Attributes</b>	<ul style="list-style-type: none"> <li>Demonstrate an understanding of the needs of the pupils in our school and how these could be met</li> <li>To be pupil-centred and able to demonstrate an understanding of the role pupils can play in school improvement</li> <li>Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies</li> <li>Excellent written and oral communication skills (assessed at all stages of the process)</li> <li>Show a good commitment to sustained attendance at work</li> </ul>	E, AF, I  E, AF, I  E, AF, I, R  E, AF, I, R  E, AF, I, R
<b>Professional Skills, Qualities and Knowledge</b>	<ul style="list-style-type: none"> <li>The ability to demonstrate experience, knowledge and understanding of the Headteachers' standards 2020</li> <li>Excellent knowledge of Keeping Children Safe in Education and Working Together to Safeguard Children</li> <li>Ability to demonstrate experience knowledge and understanding of the current Ofsted Education Inspection Framework</li> </ul>	E, AF, I, R  E, AF, I, R  E, AF, I

# PERSON SPECIFICATION

**AF: Application form & Supporting Statement**

**I: Interview**

**R: Reference**

**E: Essential**

**D: Desirable**

Specification		Evidence
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Able to create a clear vision for school improvement that builds upon existing strengths in our school</li><li>• Able to inspire, challenge, motivate and empower teams and individuals to achieve high goals</li><li>• Able to demonstrate the capacity to be a strong and visible leader</li><li>• Approachable and person-centred, valuing the views of pupils and staff</li><li>• Able to build and maintain quality relationships through outstanding interpersonal skills</li><li>• Inspiring trust and confidence across the school and community</li><li>• Able to manage and resolve conflict</li><li>• Able to prioritise, plan and organise themselves and others</li><li>• Demonstrates a capacity for sustained hard work with drive, passion and resilience</li></ul>	E, AF, I E, AF, I, R E, AF, I, R
<b>Confidential References and Reports</b>	<ul style="list-style-type: none"><li>• Positive recommendation from all referees, including current employer</li></ul>	E
<b>Application and Supporting Statement</b>	<ul style="list-style-type: none"><li>• The form must be fully completed and legible</li><li>• The supporting statement should be clear, concise and related to the specific post</li></ul>	E E

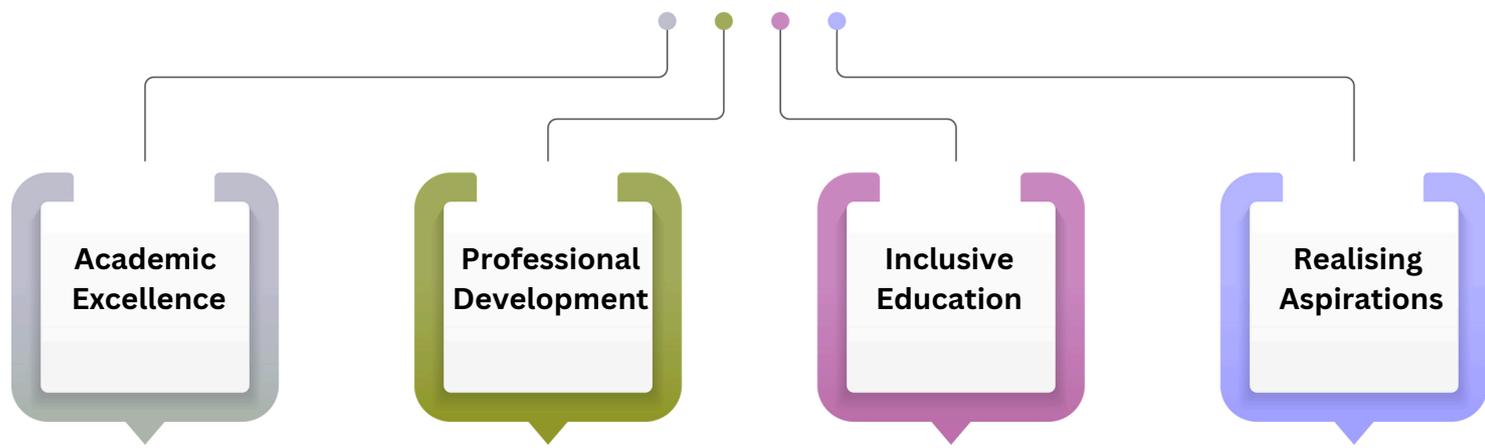
# WHY JOIN SOUTHPORT LEARNING TRUST?

Southport Learning Trust is an inspirational multi academy trust that stands at the forefront of educational excellence and community engagement. Southport Learning Trust is one of the largest employers in Southport and surrounding areas thanks to our collaboration of schools which include *Birkdale High, Greenbank High, Meols Cop High, Range High School, Stanley High, Maghull High, Kew Woods Primary and Bedford Primary School*. Each of our schools are unique beacons of aspiration in their communities, our connectivity as a Trust makes us even stronger.

The trust is the heartbeat of the local community and its network spans over 6,700 pupils and over 800 employees. Southport Learning Trust is built on its four pillars which enables students to have access to the highest quality of education.



Andrew Brown Photography



## Academic Excellence

Focus directly on school improvement. We are aware of the exceptional practitioners we have in the schools across the Trust. Utilising an Implementation plan focus we will liberate colleagues to prioritise collaboration as a catalyst to sustainable improvement.

## Professional Development

***'Professional Improvement is school improvement'***. Creating cultures across our family of schools in which professional development is central, will ensure that we are investing in the area that research tells us has the biggest impact on student progress.

## Inclusive Education

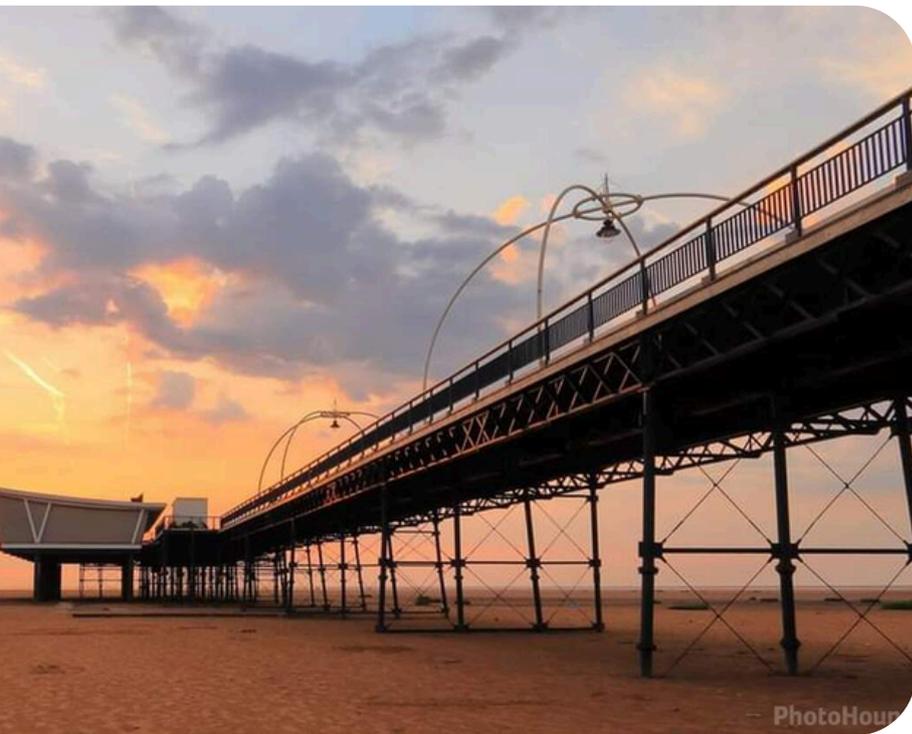
Our family of schools are all committed to inclusive education that is ambitious for all. We are driven to remove all barriers for our children and ensure they have equity in access to all areas of our curriculums and wider school life.

## Realising Aspirations

Committed to not only raising the aspirations of our students but importantly ensuring those aspirations are realised. Working in true partnership with our communities we will ensure our students are visionary thinkers, ambitious innovators and pioneers of the future.



**EMPOWERING OUR COMMUNITIES TO POSITIVELY IMPACT THE WORLD**



# EMPLOYEE BENEFITS INCLUDE:

- **Continuous Professional Development and Learning:** we will support your career aspirations and support you to thrive in your role.
- **Generous Pension:** we are part of the Teachers' Pension Scheme for teaching staff and Merseyside Pension Fund for support staff.
- **Cycle to work scheme:** enjoy a healthy commute with our cycle-to-work programme, making bicycles more affordable.
- **Collaborative Working:** thrive in an environment that values teamwork and collaboration, with a culture of shared knowledge and collective success.
- **Wellbeing Support:** Staff receive access to the Schools Advisory Service Wellbeing App. Services include physiotherapy, counselling and private GP phone & video consultations. Click the link below to find out more. .

## WHY SOUTHPORT?

**Beautiful coastline:** Sandy beaches and long promenade provide plenty of opportunities for relaxation and outdoor activities.

**Affordable Property:** Compared to larger nearby cities, Southport offers more affordable property prices.

**Victorian Architecture:** The town boasts a wealth of historic buildings, giving it a unique charm and character.

**Green Spaces:** Southport is home to a number of beautiful parks and gardens, including the Botanic Gardens and Victoria Park.

**Proximity to major cities:** easy access to nearby cities such as Liverpool and Manchester, making it convenient for work or more urban entertainment.

**Health & Wellbeing:** The coastal environment is often associated with a better quality of life, including fresher air, lower stress levels, and opportunities for outdoor fitness activities. The beach, parks, and overall tranquil setting contribute to a healthier lifestyle.

**Community:** The town has a strong sense of community, with various events and festivals throughout the year, such as the Southport Flower Show and Air Show. It's a family-friendly place with good schools and activities for children.

CLICK HERE



## LEISURE & ENTERTAINMENT

*Southport offers a range of entertainment options, from its famous pier and Pleasureland amusement park to theatres, cinemas, and a lively dining scene. Its golf courses, including Royal Birkdale, attract golfers from around the world.*

Southport  
Learning  
Trust



EMPOWERING OUR COMMUNITIES TO POSITIVELY IMPACT THE WORLD



Stanley High School,  
Fleetwood Road Southport,  
PR9 9TF



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