



Education
Partnership
Trust

High Expectations • Commitment • Ambition

Candidate Information Pack

Assistant Headteacher

Atherton High School





A message from the Headteacher

Thank you for expressing an interest in the position of Assistant Headteacher at Atherton High School.

This is an exciting opportunity for an outstanding, ambitious and dynamic Assistant Headteacher to join an outstanding school at an exciting stage of its journey.

Our school sits at the heart of the community and encompasses the values and strengths of the town's proud history. Atherton High School is part of the Education Partnership Trust (EPT), who are committed to creating outstanding schools which transform learning, lives, and communities.

Our school has a culture built around our values of respect, responsibility, and ambition; these core values underpin all we do. We promote our values through a strong, knowledge rich curriculum, whereby pupils develop depth of understanding across a wide range of subjects, to enable an ambitious education for all learners.

We are blessed with dedicated, talented, and highly qualified staff who expect the highest standards and academic effort from all our pupils. We encourage our pupils to take responsibility for their actions, decisions, and their future education and in doing so, we are providing an education for life. We believe every pupil is an individual that can achieve well; this is their responsibility, but we will support them every step of the way!

We are proud of our pupils and proud of our school. We expect pupils to demonstrate the highest standards of behaviour so that everyone can learn, free from disruption or barriers. We want all our pupils to feel safe and to develop into caring, responsible, and confident young people. Pupils will be given a wealth of opportunities to experience culture beyond their experience so that they may develop holistically.

Support for each other is a key component of any thriving community. We are proud to serve our local community. Our facilities are accessed by local clubs and organisations to help deliver important extracurricular opportunities to develop pupils beyond school. We are also proud of the many pupils who enrich local community groups and offer a great deal to the wider community as a result. We are committed to working closely with our pupils, families, partner schools and the wider community to contribute positively to the local area and ensure the best possible outcomes for the young people of Atherton.

Atherton High is a highly successful 11 – 16 school and over the past three years has achieved the following:

- Judged as 'Good' in all categories of the Ofsted framework in January 2024.
- Outcomes category move from 'well below average' to 'average' and the most improved outcomes in Wigan authority.
- Established as the 'school of choice' in the local area, oversubscribed in every year group and waiting lists across all cohorts.

To apply for this post, please follow the instructions on the Vacancies page on our website. For visits to the school or any other information, please contact lcarruthers@athertonhigh.com

I am incredibly proud to be Headteacher of Atherton High School and would be delighted to welcome you to see our school in action.



Leanne Turner
Headteacher



**Education
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Trust**



Thank you for your interest in working with us at the EPT. We are a well-established, inclusive and successful Multi Academy Trust, focussed on improving the outcomes of all our pupils.

We place pupils at the centre of all decision making to ensure they achieve the highest academic standards and reach their full potential. Raising the achievement of disadvantaged pupils is of particular importance to us.

I wish you all the best with your application.



Mark Cocker
Chief Executive Officer

Our Vision

Creating outstanding schools which transform learning, lives and communities

Our Values

High Expectations

of ourselves, our pupils and our school community

Commitment

we are dedicated to raising standards and improving opportunities

Ambition

we constantly strive to improve by setting ourselves challenging goals

Job Advertisement

Assistant Headteacher

Hours: Full-time
Start Date: 1st January 2027
Salary: Leadership Payscale L6 – L10

Atherton High School wishes to appoint a hardworking, enthusiastic and committed Assistant Headteacher. If you are experienced, enthusiastic, open to new ideas and have a flexible 'can do' approach, we would welcome an application from you.

The Job

- To provide high-quality strategic leadership across nominated areas of the School Improvement Plan, with specific responsibilities determined according to your strengths, experience and expertise. A background in Science would be advantageous.
- To drive sustained school improvement, translating strategic priorities into effective action and securing measurable improvements in the quality of education, pupil outcomes and the wider life of the school.
- To strengthen leadership at all levels, particularly middle leadership, through effective line management, coaching, challenge and professional development, building leadership capacity and accountability across the school.
- To be an excellent and credible classroom practitioner, modelling consistently high expectations, strong subject knowledge and high-quality teaching, and contributing to the continued development of teaching and learning across the school.
- To work collaboratively as a member of the Senior Leadership Team, promoting the school's values, culture and high expectations and providing visible leadership across the full range of school life, including whole-school initiatives, events and wider school development.

What are the job requirements?

- Qualified Teacher Status (preferably science)
- As a member of the Senior Leadership Team, share responsibility for the strategic direction, improvement and day-to-day leadership of the school, consistently modelling our values of Respect, Responsibility and Ambition.
- Provide effective strategic leadership of designated areas of the School Improvement Plan, securing measurable and sustained improvement in provision and outcomes for pupils.

- Promote an ambitious, inclusive culture in which all pupils are expected and supported to attend well, behave respectfully, participate fully and achieve highly, particularly disadvantaged pupils, pupils with SEND and those experiencing barriers to learning.
- Be an excellent and credible classroom practitioner, modelling strong subject knowledge, high expectations, effective classroom routines and ambitious, inclusive teaching; teach within your subject specialism, with Science particularly desirable.
- Line manage and develop designated leaders and teams, strengthening middle leadership, accountability and leadership capacity through appropriate support, challenge and professional development.
- Use relevant evidence and school information intelligently to identify priorities, evaluate impact and respond to underperformance, ensuring that improvement activity makes a demonstrable difference to pupils.
- Support high-quality, ambitious curriculum provision within areas of responsibility, ensuring that pupils build the knowledge and foundational skills needed to access, remember and succeed within the curriculum.
- Promote consistently high expectations for attendance, behaviour, achievement and inclusion, helping to identify and remove barriers to pupils' participation, learning and success.
- Provide visible and consistent leadership across the school, supporting whole-school routines, behaviour expectations, duties, events and activities and promoting a calm, safe and purposeful environment.
- Contribute to the professional development of staff and share expertise and effective practice within designated areas of responsibility.
- Report effectively to the Headteacher, Governing Body and other stakeholders on designated responsibilities and contribute to the development and evaluation of relevant policies, statutory requirements and school systems.
- Manage allocated staffing, resources and budgets effectively and responsibly, ensuring that they support agreed school priorities and provide value for money.
- Promote and safeguard the welfare of all pupils, ensuring that safeguarding, equality, inclusion, health and safety and professional responsibilities are embedded within everyday leadership practice.
- Undertake other reasonable leadership responsibilities as determined by the Headteacher, allowing the portfolio to evolve in response to school priorities and the strengths and expertise of the successful candidate.

Amongst the many benefits of working within the Trust you will receive:

- Healthcare cash back plan provided free by the Trust including optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.

- Employee Assistance Programme including counselling, CBT, wellbeing and bereavement support.
- Cycle to work scheme.
- Automatic annual pay progression for all teachers
- Membership of the Teachers' pension scheme (TPS)
- Free parking
- On-going CPD
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources

Closing date: Monday 19th October 2026

Interview date: Thursday 22nd October 2026

Safeguarding

The Education Partnership Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

Education Partnership Trust is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team HR@ept-uk.com.

Applications for this exciting post are to be made through <https://ept.face-ed.co.uk/vacancies>

Job Description

Assistant Headteacher

Reports to: Headteacher

Grade: L6 - L10

Job Purpose

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- To be an excellent and credible classroom practitioner, modelling consistently high expectations, strong subject knowledge and high-quality teaching, and contributing to the continued development of teaching and learning across the school.
- To work collaboratively as a member of the Senior Leadership Team, promoting the school's values, culture and high expectations and providing visible leadership across the full range of school life, including whole-school initiatives, events and wider school development.

Key Responsibilities and Accountabilities

- As a member of the Senior Leadership Team, share responsibility for the strategic direction, improvement and day-to-day leadership of the school, consistently modelling our values of Respect, Responsibility and Ambition.
- Provide effective strategic leadership of designated areas of the School Improvement Plan, securing measurable and sustained improvement in provision and outcomes for pupils.
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Note

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.

Person Specification

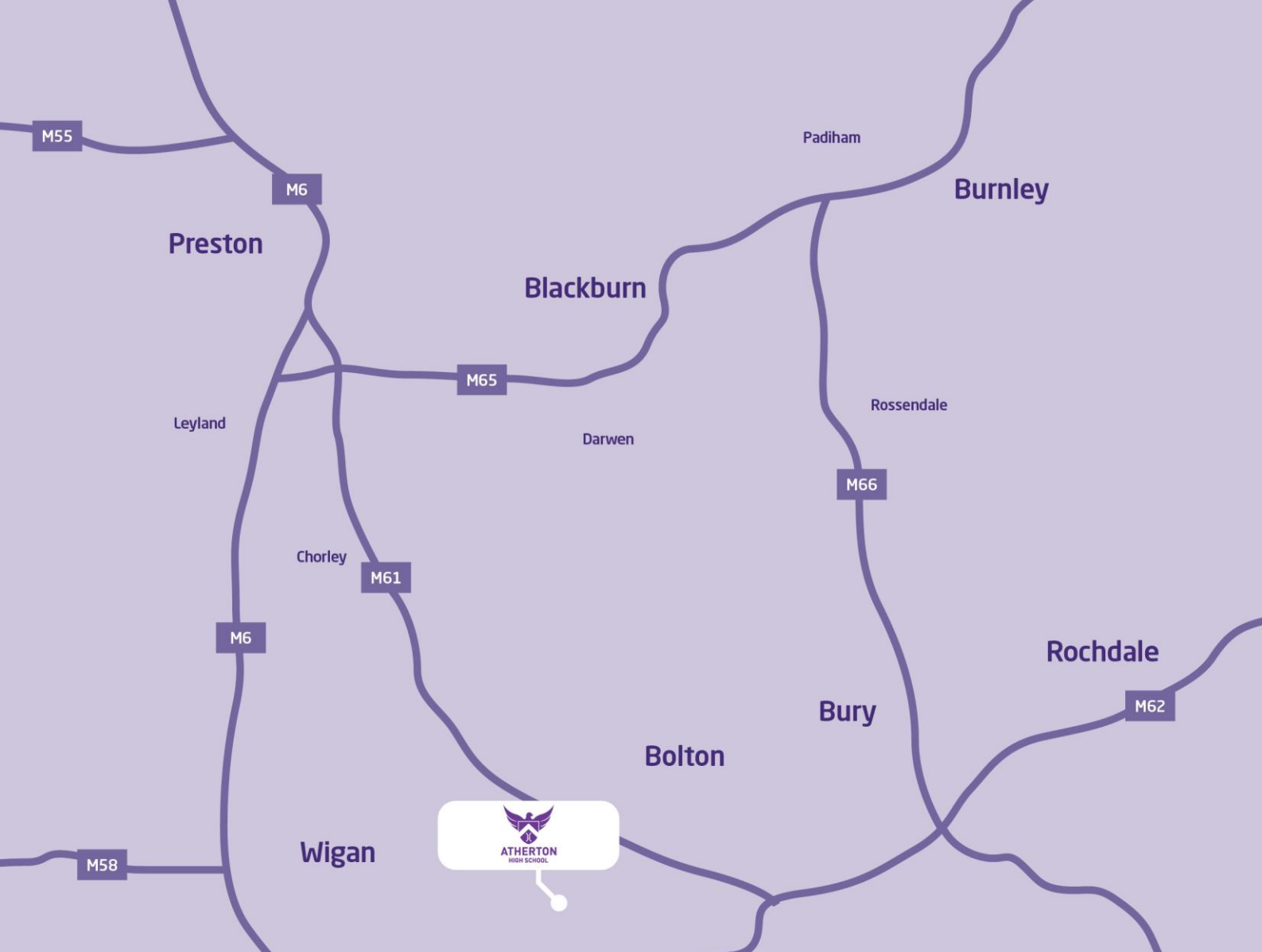
Assistant Headteacher

Reports to: Headteacher

Grade: L6 - L10

No	CATEGORIES	Essential/ Desirable	App Form	Interview /Task
1. QUALIFICATIONS				
1.1	Qualified teacher status	E	x	
1.2	Participation in recognised leadership/management training, in-service or study	D	x	
2. EXPERIENCE				
2.1	A minimum of 3 years teaching experience (<i>preferably</i> science)	E (D)	x	
2.2	Recent and relevant involvement in professional development	E	x	
2.3	Demonstrate a clear understanding of leadership in a school setting	E	x	
2.4	Competence in the use of IT relevant to the post	E	x	
2.5	Able to analyse and evaluate curriculum data across key stages	E	x	x
2.6	Awareness of development in national policy for education	E	x	
2.7	Demonstrate a clear understanding of safeguarding for pupils	E		x
2.8	Effectively analyse, prioritise and action plan	E		x
2.9	Evidence that you have made an impact on improving pupil outcomes	E	X	
2.10	Able to set clear targets, track progress and adopt strategies to achieve them	E		X
2.11	Track record of a commitment to inclusion & overcoming barriers to learning & progress	E	x	
2.12	Demonstrate a clear understanding of the SEN code of practice and Education Health Care Plans	E	x	
3. PERSONAL QUALITIES				

3.1	Able to form appropriate relationships with pupils thorough positive discipline	E	x	
3.2	Able to form professional relationships with the wider school community	E		x
3.3	Able to work under own initiative as well as part of a team	E		x
3.4	Able to work to deadlines	E		x
3.5	Able to communicate effectively, verbally and in writing with all school stakeholders, including parents and carers	E	x	
3.6	Maintain confidentiality	E		x
3.7	Listen to, reflect and act on feedback	E		x
3.8	To contribute to the distinct values of Atherton High School which embrace respect, responsibility and ambition.	E		x
3.9	A clear passion for Science	E	x	x



Contact

Atherton High School
Hamilton Street, Atherton
Manchester, M46 0AY

01942 885500
enquiries@atherton-ept.com
www.athertonhigh.com



An Education Partnership Trust School