



WADE DEACON
HIGH SCHOOL

A COMMITMENT TO EXCELLENCE

VICE PRINCIPAL

APPLICATION INFORMATION

Closing date: Friday 9th October 2026 at 9am

Interview date: week commencing Monday 12th October 2026

Exceptional
Values

Exceptional
Learning &
Teaching

Exceptional
Achievement

WWW.WADEDEACON.CO.UK



MEMBER OF THE
WADE DEACON TRUST

Vice Principal

JOB SUMMARY

SALARY: L21-L25
(£84,699-£93,424)

START DATE: 1st
January 2027

WORKING PATTERN:
Full time

CONTRACT:
Permanent

We are seeking to attract the very best, talented, aspirational leaders and teachers to join Wade Deacon High School. Due to the significant successes and achievements and continuing rapid growth of our school, you would be joining us at an exciting time.

We seek to appoint a well-qualified, enthusiastic and forward-thinking Vice Principal who can support Wade Deacon High School in providing an exceptional quality of education for all students and contribute to an already thriving learning community. We are seeking an experienced, well rounded and inspirational senior leader with a proven track record of leading and sustaining improvement across school and having a significant impact on the lives of the young people in their care.

The successful candidate will be an outstanding teacher with a proven track record of effective leadership. Key areas of responsibility will be tailored to the knowledge, skills and experience of the successful applicant. We are seeking a leader who has the ability to balance a broad portfolio of responsibilities. Applications are invited from motivated, well-rounded and inspirational leaders who are eager to develop their leadership and contribute towards moving our school forward.

We are committed to professional development and have a strong track record of supporting colleagues to progress in their careers. We welcome applications from experienced Assistant Vice Principals, as well as Vice Principals seeking further professional development in readiness for Headship. The new Vice Principal will be given full support in their career development as we believe that development of staff is a key aspect in raising standards for our students.

[CLICK HERE](#)
FOR MORE
ABOUT
TEACHING
AT WADE
DEACON



If you would like to visit the school, we are holding 2 recruitment evenings on 24th September and 30th September, 4-6pm. Please contact Miss Claire Rutland on 0151 423 2721 or email: c.rutland@wadedeacon.co.uk for more details.

Wade Deacon High School is friendly, dynamic and innovative. Our latest OFSTED report from November 2022 described us as "an Outstanding School" in all areas, praising the school for providing pupils with a 'first-rate education' and an 'aspirational curriculum', describing pupils as 'extremely happy' and their behaviour as 'exemplary'.

We pride ourselves on the quality and diversity of our curriculum, including our personal development and extracurricular provision which not only enable our students to enjoy their learning but also allows them to be able to meet the many challenges that they will face in the future, understanding the wider world and their place within it.

Above all else, we are a school that believes that every student, regardless of their context or starting point, can and should achieve their full potential. If you believe that you have the motivation, belief and leadership quality to contribute to our future success, we would welcome an application from you.

The Wade Deacon Trust is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The post is exempt from the Rehabilitation of Offenders Act 1974, and is subject to an enhanced DBS check and satisfactory medical clearance.

Our online application form and further details are available via the Trust website: <https://wadedeacontrust.face-ed.co.uk/vacancies>



EXECUTIVE PRINCIPAL'S WELCOME

Thank you for your interest in the post of Vice Principal at Wade Deacon High School. I hope that the information contained within this pack provides sufficient information for you and helps you to decide if you have the right qualities, skills and experience to apply for the position.

Our latest 'Outstanding' Ofsted report from November 2022 celebrated our wonderful students, staff and the exceptional school that serves our local community. We were especially proud of the feedback we received from Ofsted about our students. Inspectors told us that they 'behave impeccably well' and that they 'respect the uniqueness of individual people.' Whilst we know as a school that this is true, it is always wonderful to hear such positive affirmations from external visitors.

We are an Outstanding 11-16 comprehensive school with over 1600 students on roll. The school is heavily oversubscribed year on year and enjoys an enviable reputation, both locally and nationally. This reputation, and the respect that our local community holds for our school is symptomatic of the fact that we get the basics right: mutual respect and courtesy, exemplary standards across all strands of our students' work and impeccable uniform.

From each and every student, I ask for only three commitments: respect yourself and others, give the very best of yourself and believe in yourself. It is these commitments and the positive way that our students embrace them that creates the school's unique atmosphere and 'feel' which hopefully you will experience for yourself.

The school's ethos of 'A Commitment to Excellence' and a focus on our Core Commitments of Exceptional Values, Exceptional Learning and Teaching and Exceptional Achievement provide the foundations for our success. A disciplined, supportive and purposeful learning environment allows our students to excel across the whole curriculum and become the exemplary citizens that we want them to be.

At Wade Deacon High School, we are fully committed to investing in our staff, and as a valued colleague, you will have access to high quality professional development through our exceptional programme of CPD. You will have opportunities to develop your expertise and experience within a learning environment that is supportive, purposeful and enjoyable.

It is a real privilege to work alongside such a talented body of professionals who work tirelessly to provide the best opportunities for our students every single day. If you feel that you have the vision, drive and energy to support and influence the school's continued development and work alongside the very best in the profession, then we would love to hear from you.

Kindest regards,

Brendan Hesketh

Executive Principal



ABOUT OUR **SCHOOL**

Our History; We are proud of our rich history and heritage. Wade Deacon High School traces its origins back to 1507 when the original grammar school was founded by Bishop William Smyth. The main building, with its art deco façade, was opened in 1931 as Wade Deacon Grammar School, named after Sir Henry Wade Deacon; a prominent local industrialist and politician. We are a school which proudly builds on these traditions while embracing the modern world.

Our Community; We are a proudly comprehensive and inclusive school unwaveringly committed to serving our local community. The majority of the students live very close to the school and our intake covers the full range of abilities and a spectrum of diverse backgrounds. The school is held in great affection by the local community and we work hard to ensure that this excellent relationship is preserved. We are heavily involved in a range of community events and fundraising projects throughout the year with numerous charity organisations benefiting from the generosity of the Wade Deacon Family. We have close and important links with many community groups, local organisations and charities.

Our Students; We could not be more proud of our students who maintain the highest standards, both in school and in the wider community in terms of their positive attitudes to learning, their behaviour, their respect and their uniform. Visitors to our school routinely comment on how impressed they

are with the conduct of our students, and our most recent Ofsted Inspection celebrated how our students 'fully live out the school's values' through their 'exemplary behaviour' and 'respectful interactions'. Our students are very happy at school, and very proud to be part of the Wade Deacon Family.

The Wade Deacon Trust; We are a key member of a family of schools working collaboratively as equal partners, with a Commitment to Excellence in all we do for the benefit of our students, our staff and our communities. We celebrate and maintain the uniqueness of each of our schools, learning from each other and our wider partnerships.



**A GREAT
PLACE TO
LEARN**

WHY WORK AT WADE DEACON HIGH SCHOOL?

Wade Deacon High School provides an exciting and extremely rewarding environment in which you can develop your skills and, above all, enjoy your career. We are an incredibly supportive school and are always open to new ideas and developments that will improve and enhance the quality of education for our students.

As a valued member of our team, you will enjoy the rewards of working alongside equally enthusiastic, dynamic and talented colleagues who thrive in an organisation that cares about them and takes care of them.

You will quickly immerse yourself into an environment that will celebrate your successes and put your wellbeing at the heart of your experience here. You will be part of a team who understands that trying new things is encouraged and that things not going to plan is all part of the process. You will be given the freedom to explore the best ways in which your knowledge and skills can be transferred to our young people, as well as unconditional support from a close-knit teaching community that is always willing to share ideas and resources.

Our CPD Programme provides regular opportunities for teachers and support staff to work collaboratively in order to keep our school at the forefront of education in the broadest sense. The sessions are hugely enjoyable and provide an invaluable opportunity to discuss issues that are relevant to the needs of all members of staff. Ultimately, we are a team who are truly dedicated in supporting every individual to realise their full potential and understand the responsibilities that come with this.

At a time when there are undeniable challenges for the profession and for any aspiring or experienced teacher, Wade Deacon is so fortunate to have such a positive staff team whom you will enjoy working alongside. This is replicated also in the positive attitude to learning that our students consistently demonstrate. You will feel the energy and positivity the moment you walk through the door.

Wade Deacon is a rewarding school at which to work because standards are high and we know that this is what teachers and support staff want from their school. Ultimately, an adherence to standards in all areas of school life makes teaching in the classroom so much easier and rest assured, you will be supported at every stage of your learning journey with us.

In return for your passion and commitment, we can promise you a fulfilling and hugely enjoyable career here at Wade Deacon High School in what is the most rewarding career of all.



[CLICK HERE
FOR OUR
LATEST
OFSTED
REPORT](#)

HOW TO **APPLY**

Application Forms

If you are interested in this vacancy, please apply by completing the online application form. Your personal statement (maximum 1000 words) should address the following points:

- why you are interested in this post and how you have prepared yourself so far
- what contributions you feel you can make to students' development within our school
- any particular areas of strength and expertise you feel you may have

Our online application form is available via the school website: www.wadedeacon.co.uk

Application Deadline

Applications should arrive in school by **Friday 9th October at 9am**

Safeguarding

The Wade Deacon Trust is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check and satisfactory medical clearance.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also any adult cautions or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020.

For further information on criminal record self-declaration please refer the guidance available on our website at <http://www.wadedeacontrust.com/work-with-us/how-to-apply/criminal-records-sel/>





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Wade Deacon High School
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Executive Principal: Brendan Hesketh