



Opportunity
Community
Courage

Contents

Letter of Introduction

Advertisement

Job Description

Person Specification



Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher in charge of Culture and Behaviour at Sir William Stanier School. On behalf of everyone at Sir William Stanier School, I extend you a very warm welcome.

Sir William Stanier School is an 11-16 school situated in Crewe. The school joined The Learning Partnership Academies Trust in September 2023, and I joined as Headteacher in November 2024, moving from Headship in Staffordshire. We received a full Ofsted inspection, under the new framework, in April this year where we were removed from Serious Weaknesses. A copy of the report can be found here: [Sir William Stanier School - Open - Find an Inspection Report - Ofsted](#)

Due to staff relocation, we are looking for an enthusiastic, committed and talented senior leader who believes in the transformational power of education, will promote exemplary standards in both academic and pastoral areas of school life and contribute to the overall development of the school.

Our school has gone through a significant period of transformation and change, and you would be entering at an exciting time when you will be able to have a significant impact on the journey of the school. The senior team currently comprises of a Deputy Headteacher for the Quality of Education and four assistant headteachers responsible for Curriculum and Attendance, Inclusion, Behaviour, and Personal Development.

Although the role and specific responsibilities may change over time, allowing the successful candidate the opportunity to gain wide experience of school leadership, this role is currently envisaged primarily to provide leadership of attendance, behaviour, personal development and enrichment.

Our trust values of ambition, inclusion, and opportunity should sit at the heart of all that we do and we are looking for a candidate who is able to reflect these in their work. We are committed to providing an aspirational, challenging and supportive environment in which all our community can flourish. Life at Sir William Stanier reaches beyond the confines of examination curricula and aims to develop our young people into kind, confident, ambitious and compassionate human beings.

For a confidential discussion about this post with the Headteacher, more information or to arrange a visit please contact the school on Head@sws.cheshire.sch.uk or telephone 01270 660880

Yours faithfully

A handwritten signature in black ink that reads 'E Robinson'.

Mrs E Robinson

Deputy Headteacher: Culture and Behaviour

Start date 1st January 2027 (start date can be negotiated)



Deputy Headteacher: Culture and Behaviour (L16-20)

We are seeking to appoint a Deputy Headteacher for Culture and Behaviour from 1st January 2027 (although we can negotiate a mutually convenient start).

We require an enthusiastic and passionate individual with experience at senior leadership level, who is academically able, inspirational and dynamic, with the vision and commitment to contribute to the Leadership Team of our school. You will have specific responsibility for the advancement and management of attendance, behaviour and attitudes, personal development, community and pastoral inclusion.

Key attributes for the role include:

- Leadership experience, vision and the ability to drive forward change.
- A passion for working with young people and offering them the breadth of opportunity and aspirations to excel.
- The ability to motivate and inspire those around you.
- Proven track record of impacting positively on standards.
- A partnership approach to working with staff, students, parents and carers.
- Enthusiasm for educational improvement and life-long learning.
- The skill to innovate and embrace new initiatives.
- A reflective practitioner with excellent organisational skills.
- An excellent knowledge and understanding of exceptional curriculum provision.

Sir William Stanier School is aiming to deliver exceptional academic standards and co-curricular provision that enriches the lives of our students.

How to Apply

Please complete our application form and an application letter, of no more than two sides, which outlines why you wish to apply, explains your vision, and outlines the skills and experience you can bring to each aspect of the role. You should also include one school improvement initiative you have successfully introduced outlining the impact it has had. This application must be completed through My New Term.

Application Closing Date:	Friday 2 nd October 2026
Shortlisting	Completed by Monday 5 th October with successful candidates notified by Wednesday 7 th October 2026
Interviews	Wednesday 14 th and Thursday 15 th October 2026

Sir William Stanier School

JOB DESCRIPTION

JOB TITLE	Deputy Headteacher: Culture and Behaviour	GRADE	L16-20
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BASIC JOB PURPOSE

As Deputy Headteacher, you will provide professional leadership and support the Headteacher and in the management of Sir William Stanier School, leading on a key area of focus across the school. You will work with the rest of the leadership team helping to shape the strategic direction and improvement of our school. You will assist in securing excellent outcomes for all our students, regardless of background, so that they can be successful members of society. You will embed the Trust's ethos, values and vision through inspiring and dedicated leadership, promoting a culture of high expectations in which both students and staff feel valued.

MAIN RESPONSIBILITIES

Key responsibilities:	
1	To take responsibility for day-to-day management of aspects of the school and, in the Headteacher's absence, take full responsibility for the school.
2	To lead the strategic development of Culture and Behaviour through work with the Senior Leadership Team, review of current provision, and by ensuring that statutory responsibilities are met.
3	Provide guidance and support to colleagues, including other members of the leadership team, in developing and improving the school so that all students achieve their full academic and personal potential.
4	Support and contribute to the development and implementation of the schools' strategic and operational plans.
5	In partnership with the Headteacher, and other leaders, ensure the wellbeing of students and staff.
6	Regularly engage with current research and disseminate to staff to ensure that the school remains at the forefront of exceptional provision.
Leadership and Management:	
1	Take responsibility for the management of specific areas within the school as determined by the Headteacher.
2	Support whole school aims, objectives and policy decisions, and contribute to their successful implementation.
3	Actively promote the school with external agencies and other stakeholders, representing the Headteacher, the school or Trust as appropriate.
4	Provide information, advice and perspective to the governing body and to any legitimate external enquiry or evaluation.
5	Support the Headteacher in the implementation of effective performance appraisal for all staff, including line-management of identified staff and departments.
School ethos and culture:	
1	Support the Headteacher in fostering a strong sense of community and positive ethos among students and staff.

2	Support colleagues, including members of the leadership team, in promoting the consistent implementation of the behaviour policy, and system of rewards and sanctions, so that the school is an orderly, caring and respectful environment.
3	Act as a positive role model to staff and students.
4	Be active in issues of staff and student welfare and support and demonstrate a commitment to equality of opportunity for all members of staff.
5	Attend evening events, as required, to support the wider ethos of the school.
Class Teacher Responsibilities:	
1	Undertake the normal responsibilities of a teacher, adhering to the Teacher Standards.
2	Attend and participate in parent and open evenings.
3	Participate in staff training, INSET and professional development opportunities.
4	Ensure that the learning environment is attractive, safe and conducive to student learning.
Other Responsibilities:	
1	Actively promote the safety and welfare of our children and young people.
2	Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy.
3	Be aware of, and adhere to, all Trust and Academy level policies and procedures and comply with their contents, raising any concerns in a timely manner.
4	Work with other providers in The Learning Partnership and beyond to establish good practice and offer support where required.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined as necessary by the Trust.

ROLES AND RESPONSIBILITIES OF DEPUTY HEADTEACHER (CULTURE and BEHAVIOUR)

Although the role and specific responsibilities may change over time, allowing the successful candidate the opportunity to gain wide experience of school leadership, this role is currently envisaged primarily to provide leadership of Culture, Behaviour and Attitudes. This is a particular area of focus for the school and key responsibilities will include, but not be limited to:

Deputising for the headteacher as necessary & taking responsibility for the school in Headteacher's absence

Culture and Community:	
1	Establish and sustain the school's ethos and values.
2	Create a culture where students experience a positive and enriching school life.
3	Work in partnership with those responsible for governance, the central team, external agencies and the wider school community.
4	Uphold ambitious educational standards.
5	Ensure a culture of high staff professionalism.
6	Support colleagues in establishing a trust-wide culture of high performance for all students.
Behaviour:	
1	Lead the school's pastoral care and behaviour systems, developing strategies for improving behaviour, attendance, inclusion and safeguarding.
2	Manage a team of leaders, including the AHT for Behaviour.
3	Ensure that all documentation that sits with the management of behaviour is monitored and current.
4	Provide data to leadership, governance and Trust that is timely and current.
5	Establish and sustain high expectations for all, built on positive relationships, rules and routines, which are clearly understood by staff and students.
6	Ensure that adults within the school model and teach the behaviour expected from students.
7	Ensure that staff have access to high-quality professional development opportunities for behaviour management, meeting need and inclusion.
Attendance:	
1	Ensure a culture of excellent attendance.
2	Lead the school strategy for attendance and ensure that it is implemented consistently and effectively.
3	Provide data to leadership, governance and Trust that is timely and current.
4	Ensure that all strategy is monitored, and impact studies taken.
Pastoral Inclusion:	
1	To ensure the highest expectations for all students whilst making reasonable adjustments to individual needs.
2	Oversight of Pastoral Support Plans and all other documentation used to support the inclusion of students.
3	Oversight of all interventions that support the pastoral inclusion of students, including the creation of impact notes.
4	Oversight of the pastoral team.
Personal Development:	
1	Oversight and management of the personal development/co-curricular offer ensuring the highest possible provision for students.
2	Oversight of community engagement in all aspects of the personal development strategy.
3	Oversight of student leadership.

4	Oversight of the promotion and marketing of the school across all media forms.
5	Oversight of educational trips and visits.



Sir William Stanier School

PERSON SPECIFICATION



JOB TITLE	Deputy Headteacher: Culture Behaviour and Attitudes	GRADE	L16-20
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ATTRIBUTES	DESCRIPTION The following are essential	Desirable
Qualifications	QTS Permitted to work in the UK Evidence of relevant, substantial CPD This post is subject to an enhanced DBS check.	NPQSL or other NPQ qualifications.
Knowledge and Experience	- Educational Leadership and Management - Experience in leading teams, inspiring staff, and managing school improvement initiatives. - Experience in developing and implementing school-wide strategies. - Experience in analysing student performance data to identify trends, set targets, and develop interventions. - Behaviour Management and Pastoral Care - Knowledge of social, emotional, and mental well-being of students. - Knowledge of how to support students with additional learning needs and disabilities. - Understanding of cultural, socio-economic and ability-related diversity in the student body and how to ensure more equitable opportunities for all. - Communication and Collaboration - Knowledge and experience of engaging with a wide range of stakeholders, including staff, parents, governors, and external partners. - Experience in working collaboratively with other members of the leadership team, heads of departments, and classroom teachers. - Management and Organisation - Experience in managing day-to-day operations. - Experience in supporting the professional development of staff.	Held the role of Assistant Headteacher.

	5. Curriculum and Pedagogy • Understanding of curriculum. • Innovative Teaching Strategies: Experience in adopting and promoting innovative teaching and learning methods to ensure student engagement and success. 6. Policy and Compliance • Educational Legislation: Familiarity with current educational legislation, including safeguarding laws, equalities legislation, and policies related to student behaviour and attendance. • School Policies and Procedures: Ability to ensure the consistent application of school policies and procedures, ensuring the school is operating in line with legal and regulatory requirements.	Experience in managing budgets.
Skills and Abilities	• Commitment to the ethos of the school. • Commitment to visible leadership, exemplifying high standards. • Ability to challenge constructively and at any level. • Openness to constructive feedback and conflicting viewpoints. • Skills in data analysis and responding to data. • The understanding of high-quality teaching and the ability to model this for others to support them to improve. • The ability to deliver high-quality CPD. • Effective communication and interpersonal skills. • Ability to communicate vision and inspire others. • Diplomacy and tact. • Ability to effectively manage pupils' behaviour in a positive manner with clear and consistent boundaries.	
Personal Qualities	• A commitment to the best outcomes for students. • Trustworthy and reliable member of a team who always maintains confidentiality in a leadership context. • Commitment to ongoing professional development. • Commitment to safeguarding and equality. • Resilience and Adaptability: The ability to remain calm under pressure, adapt to changing circumstances, and respond effectively to challenges. • Problem-Solving: Strong problem-solving abilities to address issues as they arise, whether related to students, staff, or operational matters. • Vision and Integrity: A strong commitment to the values of the school, the ability to uphold the vision, and lead by example with integrity and professionalism.	

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