



SCHOOLS IMPROVING SCHOOLS

— ASSOCIATE HEAD OF SCHOOL —

CANDIDATE INFORMATION PACK



CENTRAL LEARNING
PARTNERSHIP TRUST

DEAR
APPLICANT

Dear Applicant

Thank you for your interest in the position of Associate Head of School, at East Dene Primary, which is part of Central Learning Partnership Trust.

We are seeking to appoint an exceptional, resilient and dynamic individual with visionary leadership skills, who can naturally inspire others.

The successful leader will have a proven track record of strategic leadership at Senior Leader level and have delivered sustainable school improvement. You must be collaborative, adaptable, and able to balance hands-on leadership with clear strategic direction. With a focus on delivering excellence, you will ensure effective leadership is in place to guarantee the continuation of the high standards and aspirations, we presently deliver in all our settings.

You will be joining a highly innovative and ambitious multi academy trust where your professional development will be a key priority, and you will be supported by a highly experienced network of senior leaders and professionals. This is a very exciting time at CLPT and we look forward to receiving your application.

Yours faithfully



Mrs Georgetta Holloway OBE
Chief Executive



ABOUT US

Central Learning Partnership Trust is underpinned by a moral purpose: to change lives for the better. We are committed to improving the life chances of our young people, to optimise their feeling of self-worth, to develop their resilience and in turn their capacity to embrace the challenges that lie ahead. Above all else, we encourage pupils to be ambitious for themselves, their families and their communities.

Success is the birth-right of every individual, and schools must be relentless in their drive to ensure that this is delivered. We are determined to challenge the premise that education alone cannot break the cycle of deprivation – of low aspirations and resultant low outcomes. We want to eradicate the poverty of expectation and instil in every member of our school communities a personal resolve and drive to succeed – a ‘Yes We Can’ mentality.

OUR AIM

As a Trust our main priority is to raise the attainment of young people. A significant number of pupils, of both primary and secondary age, are attending schools judged other than ‘good’ or ‘outstanding’. This fundamental failure to equalise opportunity has an adverse effect upon the life chances of these young people well beyond their school years. We are committed to addressing this inequality; believing that all schools and in turn their outcomes can improve incrementally, continually building on the improvements of the previous year.

We aim to ensure that each Academy within the Trust:

- adds value to the results of their students
- is capable of the highest judgements from Ofsted within 4 years of becoming an academy partner within Central Learning Partnership Trust
- is oversubscribed or on a significant upward trend
- works closely with other CLPT academies to create a sustainable model of education for all students
- fosters an inclusive culture where permanent exclusions are rare and every student leaving the school has a plan for the next stage of their learning/career
- is recognised nationally as organisation of high quality, producing outstanding results within a culture of innovation and achievement
- continues to develop their own unique characteristics and ethos; maintaining individual identities within their respective communities
- produces high quality committed professional and future leaders for CLPT academies, through a wide range of training programmes and experiences, including nationally recognised professional development opportunities.



EAST DENE

We are East Dene Primary – a warm, ambitious and inclusive school at the heart of the Rotherham community. We serve a richly diverse population and are proud to be a school where every child is known, valued and supported to thrive.

Our culture is built on positivity and self belief, reflected in our motto, 'We Can and We Will!'. While we celebrate the strong progress and improvements the school has made in recent years - including a solid Ofsted judgement of Good across all areas - we remain relentless in our commitment to continuous improvement and raising aspirations for every pupil.

Partnership is central to our success. We work closely with families, external agencies, neighbouring CLPT schools and our community to create a united learning culture where children feel supported, safe and confident. Our curriculum is broad, balanced and deliberately ambitious, designed to develop independent, confident and resilient learners who make a positive contribution to their community now and in the future.

At East Dene, our priorities are clear. First, that children are happy and feel a strong sense of belonging. Second, that they experience a rich variety of learning opportunities both in and beyond the classroom. And third, that every child - regardless of background, need or starting point - is supported and challenged to reach their full potential. Only when the first two are secure can the third truly be realised.



We are proud of the progress our pupils make and the inclusive, compassionate ethos that underpins daily life at East Dene. With a commitment to high expectations, strong relationships and a shared belief in what children can achieve, we continue to build a school experience that inspires ambition, nurtures talent and opens doors to a bright future.

CLPT ROTHERHAM HUB (PRIMARY):

- East Dene Primary
- Coleridge Primary
- Eastwood Village Primary

These schools work together through shared professional development, moderation, targeted improvement projects and leadership collaboration. The Associate Head of School at East Dene will be supported by an Executive Headteacher and will contribute to hub wide improvement alongside fellow leaders.

ASSOCIATE HEAD OF SCHOOL (ROTHERHAM)

REQUIRED TO START: 1 September 2026, or earlier if available

SALARY: Leadership Scale L10 - 16

CONTRACT: Permanent, full time

REPORTING TO: Executive Headteacher (Rotherham Hub)

LOCATION: East Dene Primary, Rotherham

Central Learning Partnership Trust is a highly successful, cross-phase multi academy trust. We are underpinned by a moral purpose: to change lives for the better. We are committed to improving the life chances of our young people, to developing their confidence and resilience, and to enabling them to embrace the challenges ahead. Above all, we encourage pupils to be ambitious for themselves, their families and their communities.

CLPT has 16 schools located across three geographical hubs:

- Rotherham – three primary schools
- Wolverhampton – two primary schools, three secondary schools and three special schools including Wolverhampton Vocational and Training Centre
- Worcestershire – five special schools including SEMH and alternative provisions.

Our track record of school improvement is built on the strength of our School Improvement Partnerships, where highly effective Executive Headteachers work across two or three academies, each with its own Head of School and leadership structure. This collaborative model ensures support, challenge and accountability, and allows us to grow our own leaders and create strong succession pathways across the Trust.

We are now seeking to appoint an Associate Head of School for East Dene Primary in Rotherham. East Dene sits within our Rotherham Hub, working alongside Coleridge Primary and Eastwood Village Primary. The successful candidate will work under the strategic guidance of an Executive Headteacher, providing day-to-day leadership of East Dene and contributing to the ongoing development of the hub.

We are looking for an Associate Head of School who:

- is collaborative, adaptable and able to balance operational leadership with a clear strategic vision
- is an effective, innovative and ambitious leader with a track record of securing high expectations for all
- has excellent interpersonal skills, is approachable and builds strong, positive relationships
- is committed to the development, wellbeing and success of both pupils and staff
- is enthusiastic about contributing to school improvement across the wider Trust.

In return, we can offer:

- a friendly, caring and supportive employer who prioritises staff wellbeing
- strong professional guidance from an experienced Executive Headteacher
- a highly skilled network of senior leaders within the Rotherham Hub and across CLPT
- an exciting opportunity to play a key role in the growth and development of East Dene Primary
- a Trust with a passion for education; encouraging staff and pupils alike to take risks, develop new ideas and innovate.



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Candidates are strongly encouraged to contact our Executive Headteacher, Ian Tankard, for an informal conversation about the role.

Please contact Jullie Wright (j.wright@eastdene.org) to arrange an appointment.

Potential candidates are also welcome to visit our schools. This is a great opportunity to explore our facilities, meet our dedicated staff and get a feel for the vibrant community we have built at CLPT.

We look forward to welcoming you and answering any questions you may have.

KEY DATES

Application Deadline: 9.30am, Friday 20 March.

Interviews: Week commencing 23 March

Start date: September 2026

Preset Visit Dates: 16, 18 March - 3.30pm - 4.30pm by appointment

IMPORTANT LINKS

East Dene: www.eastdene.org

Central Learning Partnership Trust: www.clpt.co.uk

CONTACT INFORMATION

Tel: 01709 512202

Email: j.wright@eastdene.org

To apply for this vacancy, please complete the application through the My New Term platform, accessible via the Trust's website: www.clpt.co.uk



JOB DESCRIPTION

POST TITLE: Associate Head of School

CONDITIONS OF EMPLOYMENT: Refer to School Teachers' Pay and Conditions Document

DISCLOSURE LEVEL: Enhanced

LOCATION: Rotherham

RESPONSIBLE TO: Executive Headteacher

RESPONSIBLE FOR: The provision of high quality leadership and management in all areas of the school to deliver quality first teaching and support, enabling all students to fulfil their potential and optimise their academic outcomes.

PURPOSE/CORE BUSINESS: Directly responsible to the Executive Headteacher for the leadership and management of the operational, day to day running of the school in line with the strategic aims of the school and the vision of the Trust. To undertake duties and responsibilities as set out in the School Teachers Pay and Conditions of Service.

MAIN (CORE) DUTIES & ACCOUNTABILITIES

- To be responsible for the operational, day to day running of the school and full responsibility for the school in the absence of the Executive Headteacher
- Be responsible and accountable to the Executive Headteacher for the Standards agenda in the school
- Be responsible for the management of the school's target setting policy and practice and the monitoring of progress toward delivery
- Proactively manage staff and resources
- Carry out professional duties as a teacher when required
- Promote safeguarding and the welfare of all the children in school, by ensuring that the school's policies and procedures relating to safeguarding and child protection are fully implemented and followed by all staff
- Responsible for the management of effective teaching and learning and to identify the priorities for improvement and raising standards
- Responsible for the health and safety and well-being of staff and students
- Create a culture that promotes excellence, equality and high expectations of all staff and students

- Collaborate proactively with all schools in the Trust, the wider community, governors and external agencies to share expertise, bring positive benefits to the school and the best possible outcomes for the students
- To establish and build on positive communications.

STRATEGIC (Shaping the Future)

- In partnership with the Executive Headteacher and Senior Leaders, implement an ambitious vision for the future of the school, in line with the ethos of the Trust
- Have a lead role in the school's self-evaluation and strategic development planning process.
- With other leaders, manage school resources
- Lead by example to motivate and work with others to manage change
- Promote a culture of inclusion within the school community where all views are valued and taken into account
- Encourage and promote innovation in the education provision
- Ensure that high quality provision is available to all students regardless of race, religion, gender, disability, background or SEN.

TEACHING AND LEARNING

- Be an excellent role model to exemplify a high standard of teaching promoting high expectations to all staff
- Work with other leaders to raise standards through staff performance management. Lead the processes involved in monitoring, evaluating and challenging the quality of teaching and learning taking place throughout the school, including lesson observations to ensure consistency and quality
- Lead and manage the development and delivery of training and support for staff
- Lead the development and review of all aspects of the curriculum including planning, recording and reporting, assessment for learning and the development of a creative and appropriate curriculum for all pupils
- Work with other leaders to manage the school through strategic planning, the formulation of policy and the delivery of strategy, ensuring management decisions are implemented
- Develop and review systems to ensure robust evaluation of school performance, progress data and actions to secure improvements.

OPERATIONAL MANAGEMENT

- Responsible for the day-to-day running of the school ensuring the deployment of staff is effective
- Lead with the Executive Headteacher regular reviews of all school systems to ensure statutory requirements are being met and improved on where appropriate
- Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school
- Be a proactive and effective member of the Senior Leadership Team
- To undertake any professional duties, reasonably delegated by the Executive Headteacher
- Promote and protect the health and safety, safeguarding and welfare of pupils and staff.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description is current at the date shown, but following consultation with you, may be changed by the Executive Headteacher to reflect or anticipate changes in the job which are commensurate with the salary and job title.

JOB SPECIFICATION

LEADERSHIP SKILLS

- An innovative leader, with a clear understanding of education and how this can be transferred into reality
- An existing Deputy/Assistant Headteacher with a proven track record of managing change quickly and effectively
- An excellent collaborator with the ability to forge positive relationships in order to promote success
- An enthusiastic practitioner, committed to ensuring the best possible outcomes for students
- A personable individual who can build a sustainable workforce of high quality staff and leaders
- Someone who can set out a clear and shared direction for school improvement.

COMMUNICATION SKILLS

- A commitment to working positively with all stakeholders and community
- An outstanding communicator with excellent interpersonal skills
- Someone who has very strong negotiations skills to the benefit of the Trust.

EXPERIENCE AND KNOWLEDGE

- The ability to drive change in a positive way for the benefit of the school
- A clear understanding of educational legislation and developments.

MANAGEMENT OF FINANCE, PERSONNEL AND RESOURCES

- A proven ability to manage all resources effectively to provide the best possible outcomes for students
- The ability to motivate and inspire staff to ensure stability and high performance.



THANK YOU FOR ACCESSING THIS
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CONTACT US

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W: www.clpt.co.uk



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