



## RECRUITMENT PACK

# Assistant Headteacher: Personal Development and Key Stage 3 Achievement

—  —  
ROUNDHAY  
SCHOOL  
EST. 1903

Page deliberately left blank

# Job Application Pack

## Assistant Headteacher: Personal Development & KS3 Achievement

*Secondary – Permanent – Full Time – Scale L11-L15 (Depending On Experience) - Recruitment & Retention allowance may be available for an exceptional candidate – Start September 2026*

This is an exceptional opportunity for a highly motivated, ambitious, and reflective leader to join the Senior Leadership Team at Roundhay School. The successful candidate will provide strategic leadership for the school's personal development provision and oversee standards of achievement, progress, and engagement across Key Stage 3. You will be an outstanding and compassionate leader who is willing to do 'whatever it takes' to ensure all pupils, particularly those who are vulnerable or have specific barriers to learning, can achieve, thrive and feel a sense of belonging. You will ensure our Key Stage 3 pupils experience a strong foundation for academic success alongside high-quality personal development provision, enabling them to flourish both academically and personally.

**To apply, please click on the link below to be directed to our online recruitment system**

[Vacancies At Roundhay All-Through School, Leeds](#)

Further guidance on making an application, as well as information on our school is provided at the end of this job pack and at our vacancies page using the link above.

Please remember to detail in your application your experience, the impact your appointment will make in terms of raising standards at Roundhay School and why you are the ideal candidate. All gaps in employment must be clearly accounted for. Please also be aware that we are not permitted to accept CVs.

**The application deadline for this position is 23.59 on Wednesday 4 March 2026, and interviews will take place on the 19 and 20 March 2026.** Please note, we encourage early applications and reserve the right to close this vacancy at any time.

For our Ofsted Report:

[Roundhay School - Open - Find an Inspection Report - Ofsted](#)

Roundhay School Statutory Information (including our Safeguarding & Child Protection Policy):  
[Statutory Information - Roundhay School](#)

To view our Sixth Form Prospectus:

[Admissions - Roundhay School](#)

***Roundhay School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff, volunteers, visitors and contractors to share this commitment. All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search and other relevant checks in line with statutory guidance.***

# Welcome

Dear Prospective Applicant,

Thank you for expressing an interest in the advertised position at Roundhay School.

We are looking for an enthusiastic and committed colleague who is willing to do '**whatever it takes'** to ensure that our amazing pupils get the very best school experience. As one of the first all-through schools, educating children from 4 to 18 with an outstanding Sixth Form of 500+, we are absolutely dedicated to continuing to improve in all areas. Despite our impressive results and history of success, we continue to have unrelenting ambition for the young people we serve, and you will not find the slightest hint of complacency.

Our truly comprehensive community reflects the cosmopolitan nature of Leeds, which we see as a real strength of the school. We also pride ourselves on having a strong ethos and our work is centred around our core values of being **Responsible, Resilient and Ready to Learn** and what it means to **be Roundhay**. We place real emphasis on traditional values of being respectful, wearing uniform with pride, having good manners, and showing gratitude. As a result of this approach, you will find a school which has the highest standards of behaviour, a calm atmosphere, and very positive staff-pupil relationships. We see this as everyone's responsibility and all staff, including those who are not classroom based, help support and uphold these values with our pupils.

Any member of staff joining our school will be offered a very warm welcome and unwavering support in all that you do. We genuinely value our staff and place real emphasis on staff induction, continuing professional development and wellbeing. Despite our size, we have an incredibly low staff turnover, which is clear evidence that Roundhay School is a remarkable place to work and learn, where staff morale is incredibly high.

If you share our desire to make a difference to the life chances of our pupils and feel that Roundhay School is the right community for you, we would very much welcome your application!

Yours faithfully,



**Matthew Partington**  
Executive Headteacher



# Job Description – Assistant Headteacher: Personal Development and KS3 Achievement

Secondary – Permanent – Full Time – Scale L11-L15 (Depending On Experience) - Recruitment & Retention allowance may be available for an exceptional candidate – Start September 2026

## **Purpose of the Role:**

The Assistant Headteacher for Personal Development and KS3 Achievement will provide strategic leadership for the school's personal development provision and oversee standards of achievement, progress, and engagement across Key Stage 3. Their overall aim is to ensure all pupils, particularly those who are vulnerable or have specific barriers to learning, can achieve, thrive and feel a sense of belonging. The postholder will ensure that pupils in KS3 experience a strong foundation for academic success alongside high-quality personal development provision, enabling all pupils to flourish academically and personally.

**Reporting To:** Head of Secondary

**Responsible For:** Pupil Enrichment and Careers Leader and Team

## **Key Responsibilities:**

### **Strategic Leadership**

- Provide a clear strategic vision for whole-school personal development and KS3 achievement, aligned with the school's ethos and improvement priorities.
- Contribute to whole-school leadership, self-evaluation, and improvement planning as a proactive member of the school's Leadership team.
- Ensure provision and outcomes are ambitious, inclusive, and meet the needs of all pupils, particularly those who are disadvantaged, those with SEND and those who have other barriers to learning.

### **Personal Development (Whole School)**

- Lead and oversee the planning, implementation, and evaluation of the school's personal development programme through the curriculum and wider opportunities and experiences offered to all pupils, particularly those who are vulnerable or who have other barriers to learning.
- Line manage the Pupil Enrichment and Careers Leader and provide direction and support for the work of this team to deliver a wide range of events, activities and opportunities that fulfil the aims of our Personal Development journey.
- Ensure our provision supports all pupils develop the knowledge and skills they need for participation and success in later life.
- Ensure that we successfully fulfil the Gatsby benchmarks and retain the Careers charter mark.
- Ensure in all aspects of school life that the personal development journey promotes pupils' wider development, character and well-being, ensuring they receive the care and support to achieve and thrive, in school and beyond.
- Ensure pupils' spiritual, moral, social and cultural (SMSC) development can be evidenced across the school's personal development journey.
- Ensure all statutory requirements are met and that provision is coherent, progressive, and impactful.
- Report regularly to the Leadership Team, governors, and other stakeholders.

### **KS3 Achievement**

- Provide strategic oversight of achievement, progress, and engagement across Key Stage 3.
- Work with Heads of Department and Heads of Year to ensure high expectations, strong curriculum implementation, and effective teaching and learning in KS3.
- Monitor KS3 attainment and progress data, identifying trends and addressing underachievement.
- Lead the half termly KS3 meetings and work closely with department KS3 coordinators.
- Lead targeted interventions and strategies to support pupils who are not making expected progress in KS3.
- Support the transition from KS2 to KS3, ensuring continuity of learning.
- Support and challenge middle leaders and teachers to improve outcomes in KS3.
- Provide professional development linked to effective KS3 practice and personal development delivery.
- Monitor and evaluate the quality of teaching, learning, and assessment in KS3.
- Evaluate the impact of KS3 achievement strategies using data, pupil voice, and quality assurance activities.
- Report regularly to the Leadership Team, governors, and other stakeholders.

### **Safeguarding and Professional Responsibilities**

- Promote and uphold safeguarding and child protection policies and procedures across all aspects of the role.
- Model high professional standards and leadership behaviours.
- Undertake other duties as reasonably required by the Headteacher.

### **In addition to your responsibilities as Assistant Headteacher you will also be expected to fulfil those of a teacher:**

- To contribute, as directed, to the teaching of the department (with the flexibility to contribute to other areas of the curriculum as required).
- To foster enthusiasm and enjoyment of the subjects for all students.
- To contribute to the raising of standards of student attainment and achievement with a particular focus on improving access and outcomes for our most vulnerable learners.
- To contribute to the development of appropriate resources, materials and schemes of work in line with the school's curriculum and relevant specifications.
- To prepare and mark work, including internal examinations, and provide feedback in line with the school's marking policy.
- To ensure all relevant external assessments (whether examination or controlled assessment) are conducted in line with the latest requirements.
- To promote positive behaviour by consistently applying the school's behaviour policy and celebrating achievement.
- To maintain student records and complete data collections and student reports according to the published assessment calendar.
- To act on the information collected to raise achievement by setting appropriate targets and planning/delivering effective interventions for students (as required) in collaboration with their parents and other colleagues.
- To keep up to date with developments within the relevant subject area(s) through reading and research and actively engage in the continuing professional development opportunities offered by the school.
- To actively participate in the appraisal and self-evaluation process, and regularly review own practise to refine and improve.
- To maintain an organised and purposeful teaching space, including maintaining the displays, to promote learning and engagement.
- To actively contribute to the student personal development programme beyond the classroom.

- To attend meetings with colleagues and parents as appropriate, within the school time budget and as set out in the school calendar.
- To carry out supervisory duties as required and any other duties commensurate with the post.
- To vigorously support and exemplify the ethos and vision of our school, working collaboratively with colleagues and all members of our school community.
- To be aware of, and comply with, policies and procedures relating to child protection, safeguarding, data protection and health & safety ensuring all concerns are reported to a designated person in a timely manner

The job description and allocation of responsibilities may be amended through appropriate consultation from time to time.

**Roundhay School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff, volunteers, visitors and contractors to share this commitment. All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search and other relevant checks in line with statutory guidance.**

# Person Specification – Assistant Headteacher: Personal Development and KS3 Achievement

Secondary – Permanent – Full Time – Scale L11-L15 (depending on experience) - Recruitment & Retention allowance may be available for an exceptional candidate – Start September 2026

Qualifications/Training	Essential/Desirable
Good honours degree and qualified teacher status	E
Recent leadership training	D
Experience/Knowledge	
Experience of leading and managing an area of responsibility and line management, with a proven ability to motivate others (both adults and pupils)	E
Experience of managing whole school improvement in a secondary school	E
Detailed knowledge of pedagogical practice in relation to Teaching and Learning; up-to-date knowledge of curriculum developments, relevant research and successful pedagogy with evidence of success in applying this to the curriculum.	E
Thorough understanding of best practice in raising pupil attainment and proven record of raising standards, sustaining improvement and eliminating underachievement, analyses and acts on performance data and implements successful intervention strategies	E
Excellent teaching and classroom management record achieving high levels of progress and attainment for all pupil groups in relevant subjects, and particularly disadvantaged pupils	E
Up to date knowledge of Ofsted evaluation criteria	E
Experience of leading on initiatives in Personal Development and/or KS3 Achievement	E
Knowledge of current guidance and regulations in relation to Inclusion	D
Experience of working within a school leadership team	D
Personal Skills/Qualities	
Passionate belief in the ability of every pupil to achieve personally and academically and demonstrates a total commitment to provide young people with the best possible experience, both inside and beyond the classroom	E
High levels of self-motivation, organisation and time management skills with the ability to adapt	E
Ability to respond flexibly to situations, cope with competing pressures, work under pressure to meet deadlines whilst maintaining a sense of perspective	E
Excellent communication skills, both oral and written, with adults and young people	E
Successful team player who works collaboratively as well as independently	E
Skilled and reflective classroom practitioner who actively seeks to develop their teaching skills	E
High level of skill in dealing with issues relating to pupil behaviour	E

Able to forge and maintain educational partnerships	E
A demonstrable commitment to the wider life of the school and shows willingness to support the everyday management and organisation of school life	E
<b>Safeguarding Children</b>	
Demonstrates a commitment to safeguarding, always maintaining appropriate relationships and personal boundaries with children/young people and demonstrating emotional resilience when working with challenging behaviours and appropriate attitude to the use of authority to maintain discipline.	E
Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children and young people.	E

***Roundhay School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff, volunteers, visitors and contractors to share this commitment. All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search and other relevant checks in line with statutory guidance.***

# School Overview

## Our Mission Statement

Roundhay School is all about its pupils and we will do '**whatever it takes**' to ensure that each one reaches their full potential. We will never put limits on what our pupils can achieve, regardless of background or circumstance. Our focus on developing character, instilling confidence and a love of learning whilst teaching the importance of kindness, manners, and respect. We want all our pupils to make a positive contribution to school life and society, continuing to learn and develop for the rest of their lives.

**Always responsible. Always resilient. Always ready to learn. Always Roundhay.**

## Our Pupils

The school population reflects the cosmopolitan nature of modern Leeds. The pupils come from a very wide variety of socio-economic and ethnic backgrounds; more than 27 languages are represented, with around 60% of our pupils drawn from the black and ethnic minorities. This gives the school great strength in its many endeavours and relationships.

**'Pupils thrive academically and personally at Roundhay School'.** Ofsted

We currently have around 2500 pupils in this 4-18 co-educational community comprehensive school, making it one of the largest within Leeds. Our specialist Dyslexia Base, our SEN provision, and our 500+ strong and very successful Sixth Form (one of the biggest in the region) are just some of our many strengths.

**'Pupils behave very well'.** Ofsted

**'Pupils show exceptional levels of respect for others'.** Ofsted

In September 2012 we became one of the first 'all-through' schools in the region, growing with a new intake every year. Our first primary cohorts joined up with the secondary aged pupils in September 2019. We have a separate £4.8 million purpose built Primary Campus located just a mile away from the Secondary Campus.

We are proud of our examination success at all key stages. At our Sixth Form, over 35 qualifications (including A Levels, BTECs and Cambridge Technicals) are taught and with excellent achievement we find that the majority of our students are able to progress to higher education including students going to Oxford and Cambridge Universities.

We have the highest expectations of every pupil and strive to achieve high standards in all that we do, both academically and socially.

**'The school aspires for all pupils to be 'Recognisably Roundhay – responsible, resilient, and ready to learn'. This is something that pupils live out daily.'** Ofsted

## Our Staff

**'Staff know each pupil individually. They work tirelessly to provide exceptional support'.**  
Ofsted

We are fortunate to have highly committed, professional, and friendly staff, who have worked hard and successfully to establish a thriving learning community. Many staff have sent, or currently send, their own children to Roundhay, which is a real vote of confidence.

We also have other pupils who come from families with parents professionally involved in education, which helps to keep us on our toes! We take seriously the professional development of all our staff. As a school, we are heavily involved in Initial Teacher Training and are a strategic partner within a Teaching School Alliance (Red Kite) which involves sharing outstanding practice across four local authorities. School improvement and self-review are central to our drive to raise standards. We have around 270 staff, both associate and teaching, who work very hard as a team to ensure they support both the pupils and each other.

***'The school has a 'whatever it takes' approach'.*** Ofsted

### **Our Location**

The school's two campuses are situated in north-east Leeds, adjacent to Roundhay Park, and are surrounded by highly sought-after owner-occupied houses. The settings can only be described as impressive. The schools' grounds are magnificent; the campuses cover over 30 acres of parkland combined. We also serve some of the most economically and socially deprived areas of the city, as well as more favoured wards, giving us the rich mix of pupils that makes us a 'true comprehensive'. Currently, around 21% of our pupils are classified as being Pupil Premium children with 15% currently entitled to free school meals.

***'All adults have a relentless focus on identifying and addressing barriers to learning to help all children to succeed'.*** Ofsted

### **Our Facilities**

We have very good facilities, and since our Secondary Campus was rebuilt in 2004, we continue to invest heavily in ICT and in improving facilities to enhance the learning and teaching experience of pupils and staff alike. We expanded with a £4.8 million purpose built Primary campus in 2012 and a £12 million Pavilion building and artificial pitch on the Secondary site in 2017.

***'Across the school, teachers have a shared understanding of the high-quality teaching approaches that best support pupils learning'.*** Ofsted

### **Our School Organisation**

Our separate Primary Campus introduces two forms each year and houses upwards of 420 children. The Primary school day starts at 8.55am and ends at 3.20pm.

At our Secondary site, pupils are grouped for registration and for Personal, Social, Health and Citizenship Education in mixed-ability form groups. For teaching purposes, pupils are placed in a variety of groupings as appropriate, including setting and some mixed-ability grouping. Lessons at the Secondary Campus are 50 minutes in length, six per day, although the vast majority are double lessons. The secondary school day commences at 8.20am and finishes at 3.00pm, followed by extra-curricular activities.

***'The expectations for what pupils will know and be able to do at the end of each stage of education are exceptionally high'.*** Ofsted

### **Our Pastoral Organisation and Leadership**

Each campus (Primary and Secondary) has a Head of School. At the Secondary Campus Years 7, 8, 9, 10 and 11 are led by Heads of Year, assisted by teams of tutors, and overseen by member of the Leadership Team. Our Assistant Headteacher: Director of Sixth Form and her team are supported by Academic Mentors.

There is a strong tradition of support for both pupils and colleagues. Our Academic Support Tutors, Mentors, Behaviour Support workers and Raising Achievement teams have had a powerful effect on the positive implementation of our social inclusion strategies.

***'Leaders act with a relentless moral purpose. They are committed to supporting every pupil and member of the staff team. They actively seek ways to manage staff workload and well-being. Staff are proud to work in this exceptional school'.*** Ofsted

### **Our Extra-Curricular Activities**

We have a thriving and exceptional programme of music, drama, sports teams, outdoor pursuits, residential, art events, enrichment days and charity events! Everyone contributes, as we feel that it is a vital part of our role in developing the potential of all our pupils and building a cohesive community.

### **Our Community Links**

The school has excellent links with the communities it serves and actively seeks to widen these. We believe that this vital 'citizenship work' demonstrates our ethos as a school, where courtesy, co-operation and commitment are more than just words!

# School Policies

Our school policies, are available on our website or from the school upon written request. Our Sixth Form Prospectus and Ofsted report are also available to download from our website.

## **Safeguarding and Child Protection**

Roundhay School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff, volunteers, visitors, and contractors to share this commitment. All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search, and other relevant checks in line with statutory guidance.

We have a designated senior member of the Leadership Team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.

## **Whistle Blowing**

Our policy is to ensure that all staff are able to raise concerns about a danger, risk, malpractice or wrongdoing which is in the public interest in the knowledge that they will be protected from any potential reprisals.

## **Code of Conduct and Personal Behaviour**

The school believes that it is essential for standards of conduct at work to be maintained to ensure delivery of quality services and to protect the wellbeing of all its employees and pupils. The Headteacher and Governing Body regard everyone working at our school as a role model to our pupils. As such, employees should conduct themselves with integrity, impartiality, and honesty. Furthermore, everyone in the school has an absolute duty to promote and safeguard the welfare of children. Registered teachers are in addition bound by the codes and professional values of the Teaching Regulation Agency, and the school considers the principles to apply to all staff employed at the school.

## **Equality and Diversity**

Roundhay school is committed to providing an environment free from discrimination, bullying, harassment, and victimisation where all members of its community are treated with respect and dignity. The school aims to create a culture of diversity within its community, providing a dynamic working and learning environment, where all members are valued for their contribution.

## **Smoking Policy**

Roundhay School is a no smoking building and site and all staff must adhere to this policy.

## **Online Safety and Acceptable Use Policy**

We encourage the use of ICT across the curriculum. On appointment, staff agree to abide by the above policy.

# How To Apply

We have partnered with MyNewTerm for our online recruitment system. Further information on using the MyNewTerm system may be found here [Candidate FAQs | MyNewTerm](#)

1. To view our vacancies, please go to [Vacancies At Roundhay All-Through School, Leeds](#) where all our current vacancies are listed. Further detail on the role and our school is provided in the 'Job Pack'; a PDF attached to each vacancy. This sets out the full details of the position as well as the essential qualifications, skills and experience we require applicants to evidence in order to be successfully shortlisted for interview. Please note that we are not permitted to accept CVs.
2. Once you have clicked the link above (in step 1), to apply for one of our vacancies, simply click on the green 'Apply Now' button at the top of the job advert. This will then take you to log into your MyNewTerm job account (if you are not already logged in) and prompt you to complete your profile. Once your profile is complete, you will then continue to complete your application followed by declarations, before submitting your application to us.
3. We urge you to complete your application as fully as possible and submit this as soon as you can prior to the closing date please. We do sometimes close our vacancies early if we have had a good response, after which time we would not usually accept further applications.
4. Once you have submitted your application, you will receive an email acknowledgement, and you will be contacted in due course to let you know if you have been successfully shortlisted. The status of your application will be available to view on your MyNewTerm account.

## **Important notes:**

Within your application, you should provide details of your education and your full employment history, including details of any unpaid or voluntary work. You should also evidence how your skills, knowledge and experience meet the person specification for the role you are applying for. Please also outline the impact your appointment will make in terms of raising standards at Roundhay School and why you are the ideal candidate.

All gaps in employment must be clearly accounted for, and where these do exist, you must clearly explain the reasons why and outline what you were doing during this time.

Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Details of the interview programme will be confirmed to shortlisted candidates after the closing date.

Whilst we aim to respond to all applications in a timely manner, if you have not been contacted within one month of the closing date, please assume you have not been shortlisted. Due to the volume of applicants, we regret that we do not give feedback to non-shortlisted candidates.

**Use of Artificial Intelligence (AI) in applications:** AI can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others or generated by AI as your own) applications will not be considered.

Maps are available to download for our Primary and Secondary sites from our website or by clicking on this link [Contact - Roundhay School](#) Please note the Secondary Campus entrance is on Old Park Road, and if you use Sat-Nav, please use the post code LS8 1JT.

If you have any questions, or require any adjustments to assist you with the recruitment process, please contact us at [recruitment@roundhayschool.com](mailto:recruitment@roundhayschool.com) and we will do our very best to assist you.