



Rhyddings

JOB APPLICATION PACK Deputy Headteacher

Location: Rhyddings, Haworth Street, Oswaldtwistle, Lancashire, BB5 3EA

Contract: Full-time, permanent

Salary: Leadership Points L18 to L22 (£78,702 to £86,803 per annum)

Closing Date: Monday 28 September at 12.00 noon

Start Date: 1 January 2027



LET
EDUCATION
TRUST

AMBITIOUS | INCLUSIVE | RESILIENT

Welcome from the Chief Executive Officer

Dear Applicant,

Thank you for your interest in the post of Deputy Headteacher at Rhyddings.

This is a genuinely exciting time to be joining both Rhyddings and LET Education Trust. As we begin the next chapter of the Trust's journey, we have a clear ambition: to ensure that every child, regardless of background or starting point, is known, belongs, attends, learns, achieves and flourishes.

I believe that schools change lives. That belief underpins every decision we make. Academic excellence sits at the heart of everything we do. The quality of teaching, the strength of our curriculum and the ambition we have for every child are the greatest drivers of social mobility. Alongside this, we are committed to creating schools where children feel safe, valued and inspired to achieve more than they ever thought possible. Inclusion is not something we do alongside education; it is the foundation on which great education is built.

LET is a Trust where schools retain their own unique identity whilst benefiting from genuine collaboration. We learn from one another, challenge one another and support one another because we know we are stronger together. Our central team exists to serve our schools, removing barriers so that leaders and teachers can focus on what matters most: delivering an exceptional education for every child.

Rhyddings is entering an important period in its development with a new Headteacher joining in September. That brings a unique opportunity to help shape the future of the school. We are looking for an exceptional Deputy Headteacher with a passion for curriculum, teaching and learning, and securing outstanding outcomes for every pupil. Someone who combines strategic thinking with intellectual curiosity, understands what great teaching looks like, and has the determination to turn ambition into consistently strong classroom practice.

This role is about far more than operational leadership. It is about shaping the quality of education that every child experiences every day. We want a leader who can inspire teachers, develop subject leaders, use evidence intelligently and relentlessly pursue excellence in the classroom. Someone who understands that strong relationships and high expectations go hand in hand, but whose greatest passion is ensuring that every pupil leaves Rhyddings with the knowledge, qualifications and confidence to succeed in the next stage of their lives.

At LET, we are unapologetically ambitious for our children, our staff and our schools. We believe that exceptional leadership is built on integrity, curiosity, collaboration and a relentless commitment to improvement. We invest heavily in professional development because we know that when adults continue to learn, children benefit.

If you are an ambitious leader who believes every child deserves an exceptional education, enjoys working collaboratively and is excited by the opportunity to lead curriculum excellence, develop others and build a culture of continual improvement, I would be delighted to receive your application.

I hope this recruitment pack gives you a sense of our values, our ambition and the exciting opportunity that lies ahead. I look forward to meeting candidates who share our belief that every child deserves an exceptional education and who are ready to help shape the next chapter of Rhyddings' journey.

I wish you every success with your application.

Jeniffer Sing
Chief Executive Officer
LET Education Trust



Welcome from the Headteacher

Dear Applicant,

I am incredibly proud to have been appointed as the new Headteacher of Rhyddings and feel privileged to be leading the school into this exciting new chapter.

As I begin my journey at Rhyddings, I am equally excited to appoint a Deputy Headteacher who will work alongside me to help shape the future of our school. This is one of the most significant appointments we will make, and I am looking for an exceptional leader who shares my ambition for our pupils, our staff and our community.

I believe passionately that every young person deserves an exceptional education and the opportunity to succeed, regardless of their starting point. My ambition is to secure outstanding outcomes for every pupil whilst developing the whole child. Academic success is vital, but so too are the confidence, character, resilience and aspirations that enable young people to flourish. I want every pupil who leaves Rhyddings to be the very best version of themselves.

To achieve this, we need exceptional people. We are looking for colleagues who share our ambition, have uncompromisingly high expectations and believe in the transformative power of education. We want leaders who will inspire others, develop colleagues and make a lasting difference to the lives of our young people.

If you are an ambitious, values-driven leader who is excited by the opportunity to help shape the future of Rhyddings, I would be delighted to receive your application. Together, we have a unique opportunity to build something truly special for the young people and families we serve.

David Swarbrick
Incoming Headteacher
LET Education Trust

Why Rhyddings?

Every school has a story. Some are defined by their past. We are focused on our future.

Rhyddings is a school with enormous potential, serving the community of Oswaldtwistle and the wider Hyndburn area. Our pupils come from a rich and diverse range of backgrounds, bringing different experiences, talents and aspirations. More than half are eligible for Pupil Premium funding, making our work both challenging and deeply rewarding. We believe that background should never determine future success, and our ambition for every child is unwavering.

This is a school entering a new chapter.

In September, Rhyddings will welcome a new Headteacher alongside a new Chief Executive Officer for LET Education Trust. Together, we are committed to building a culture where high expectations, exceptional teaching and genuine inclusion enable every child to succeed.

We are looking beyond short-term improvement. Our ambition is to build a school that becomes the first choice for local families, recognised for the quality of its education, the strength of its relationships and the opportunities it creates for every young person.

Recent investment in the school reflects that ambition. Significant improvements to the learning environment, digital infrastructure and sporting facilities demonstrate our commitment to providing pupils and staff with an environment in which they can thrive. More importantly, we are investing in people. We believe that exceptional schools are built by exceptional staff, and we are committed to developing talented professionals who share our determination to make a lasting difference.

This role offers a rare opportunity to help shape that future from the very beginning. Working alongside a new Headteacher, you will have the opportunity to influence strategy, strengthen curriculum and teaching, develop colleagues and help create a culture where excellence becomes the norm rather than the exception.

This is not a role for someone looking to maintain the status quo.

It is for a leader who is intellectually curious, values evidence-informed practice, believes passionately in the power of education to transform lives and is excited by the opportunity to build something exceptional.

If that sounds like you, we would be delighted to receive your application.

What You Can Expect From Us

Choosing your next leadership role is one of the most important decisions you will make. We believe that exceptional leaders deserve exceptional support, and we are committed to creating the conditions in which talented people can do their very best work.

At LET Education Trust, our schools are united by a shared ambition: to ensure that every child is known, belongs, attends, learns, achieves and flourishes. Whilst each school has its own identity and serves its own unique community, we are stronger because we work together. Collaboration is not simply something we encourage; it is fundamental to who we are.

We are ambitious for every child because we believe potential is universal, even when opportunity is not.

We are ambitious for every member of staff too. We believe that high expectations and strong relationships are not competing priorities but complementary ones. We challenge one another professionally, support one another wholeheartedly and remain relentlessly focused on improving the life chances of the children and young people we serve.

We believe the very best leaders exercise professional agency within a culture of collaboration and shared accountability. We set clear strategic direction, establish high standards and provide the support our schools need to succeed. In return, we trust our leaders to use their expertise, professional judgement and experience to make informed decisions that are right for their pupils, their communities and our collective vision.

Professional learning is central to life at LET. We are committed to developing exceptional teachers into exceptional leaders, creating opportunities to work across schools, learn from one another and engage with the very best educational thinking. We know that when adults continue to learn, children benefit.

You can expect to be supported, challenged and valued in equal measure. We believe in honest conversations, thoughtful reflection and continuous improvement. We celebrate success, learn from setbacks and never lose sight of why we are here: to ensure every child receives the exceptional education they deserve.

If our values resonate with you, and you are excited by the opportunity to make a genuine difference alongside talented colleagues who share your ambition, we would be delighted to welcome you to LET Education Trust.

The Opportunity

This is not a Deputy Headship where you simply inherit someone else's vision.

It is an opportunity to help create one.

As Deputy Headteacher, you will work alongside a newly appointed Headteacher and a newly appointed Chief Executive Officer to shape the next chapter in Rhyddings' journey. Together, we have a shared ambition: to build a school recognised for the quality of its education, the strength of its culture and the life chances it creates for every child.

We are seeking an exceptional leader with a deep understanding of curriculum, teaching and learning. Someone who is intellectually curious, values evidence-informed practice and is passionate about ensuring that every lesson, every classroom and every interaction contributes to outstanding outcomes for young people.

This is a strategic leadership role with significant influence. You will help shape the educational direction of the school, working alongside colleagues to develop an ambitious curriculum, strengthen teaching, use assessment intelligently and create the conditions in which both pupils and staff can flourish.

You will also play a pivotal role in developing others. We are looking for a leader who enjoys coaching, challenging and inspiring colleagues; someone who understands that sustainable school improvement is achieved by building the capacity of others rather than carrying responsibility alone.

Above all, we are looking for someone whose values align with ours. A leader who believes that every child deserves an exceptional education, who combines ambition with humility, integrity with determination and strategic thinking with practical action.

This is a rare opportunity to help shape not only the future of one school, but also to contribute to the wider development of LET Education Trust as we continue to grow and strengthen our family of schools.

If you want a role where your leadership will genuinely shape the future of a school and the lives of the young people it serves, this could be the opportunity you have been waiting for.

The Role

This is a unique opportunity to help shape the future of Rhyddings.

Working alongside the Headteacher, you will provide strategic leadership that secures exceptional outcomes for every pupil. As Deputy Headteacher, you will play a central role in driving the quality of education across the school, ensuring that our curriculum is ambitious, teaching is consistently excellent and every young person is equipped to succeed in the next stage of their education, employment or training.

You will be a highly visible leader who combines strategic thinking with outstanding implementation. You will build the capacity of others, develop future leaders and create the conditions in which both pupils and staff flourish.

This role is deliberately broad, allowing the successful candidate to work alongside the Headteacher to shape responsibilities around the strengths of the individual whilst meeting the strategic priorities of the school.

What You'll Lead

You will:

- Lead the strategic development of curriculum, teaching, learning and assessment.
- Champion the highest expectations of teaching, ensuring every pupil receives an exceptional classroom experience.
- Develop subject and middle leaders, building leadership capacity across the school.
- Use evidence, research and performance information intelligently to drive continuous improvement.
- Work collaboratively with colleagues to evaluate the impact of school improvement strategies and adapt practice where necessary.
- Contribute to the strategic direction of the school and the wider development of LET Education Trust.
- Foster a culture of professional learning, collaboration and continuous improvement.
- Work alongside the Headteacher to ensure that inclusion and excellence are inseparable, enabling every child to achieve their potential.

What Success Looks Like

Success in this role will be demonstrated through:

- An ambitious, knowledge-rich curriculum that is consistently well implemented.
- Excellent teaching that enables all pupils to make strong progress.
- Improving outcomes for all pupils, particularly those who are disadvantaged or have additional needs.
- Confident and empowered middle leaders who are accountable for high standards within their areas.
- A culture of professional trust, collaboration and continuous improvement.
- Strong relationships with pupils, families, staff and the wider Trust.
- Consistently high expectations that are evident in every aspect of school life.

Core Responsibilities

The Deputy Headteacher will:

- Work in partnership with the Headteacher to provide strategic leadership across the school.
- Translate strategic priorities into clear, consistent and sustainable practice.
- Monitor, evaluate and improve the quality of education through robust quality assurance.
- Line manage senior and middle leaders, providing support, challenge and professional development.
- Lead whole-school improvement priorities as agreed with the Headteacher.
- Contribute to safeguarding, behaviour, attendance and inclusion as a member of the Senior Leadership Team.
- Deputise for the Headteacher as required.
- Promote the vision, values and strategic priorities of LET Education Trust at all times.

Professional Responsibilities

As a member of the Senior Leadership Team, you will:

- Demonstrate the highest standards of professional conduct and integrity.
- Maintain an unwavering commitment to safeguarding and promoting the welfare of children.
- Act as a visible role model for staff and pupils.
- Engage fully in your own professional learning and leadership development.
- Work collaboratively across LET Education Trust to contribute to Trust-wide improvement.
- Undertake other duties appropriate to the role, as reasonably directed by the Headteacher.

The Leader We Are Looking For

We are looking for an exceptional leader who shares our belief that every child deserves an outstanding education, regardless of their background or starting point.

The successful candidate will be an experienced senior leader with a proven track record of improving the quality of education and securing strong outcomes for young people. They will combine strategic thinking with excellent implementation, demonstrating the ability to inspire others, build leadership capacity and deliver sustained school improvement.

Above all, we are looking for someone whose values align with ours.

Essential Qualifications and Experience

You will have:

- Qualified Teacher Status (QTS).
- A degree or equivalent qualification.
- Significant and successful senior leadership experience within a secondary school.
- A demonstrable track record of improving the quality of education and pupil outcomes.
- Experience of leading whole-school improvement.
- Experience of developing and line managing senior and middle leaders.
- A strong understanding of curriculum development, teaching, learning and assessment.
- Experience of using performance information, quality assurance and evidence-informed practice to secure improvement.
- A thorough understanding of safeguarding responsibilities and statutory requirements.

The Leadership We Value

We are looking for a leader who:

- Places children at the heart of every decision.
- Has uncompromisingly high expectations for every pupil.
- Believes that inclusion and excellence go hand in hand.
- Demonstrates professional agency within a culture of collaboration and shared accountability.
- Leads with integrity, humility and authenticity.
- Builds strong relationships whilst maintaining high standards.
- Develops others through coaching, support and appropriate challenge.
- Is intellectually curious and committed to continual professional learning.
- Thinks strategically whilst remaining highly visible and approachable.
- Makes considered decisions based on evidence, professional judgement and the needs of pupils.

Professional Knowledge

The successful candidate will demonstrate:

- A secure understanding of curriculum design and implementation.
- A deep understanding of what constitutes excellent teaching.
- Strong knowledge of assessment, accountability and school improvement.
- The ability to analyse and interpret performance information accurately.
- An understanding of effective leadership development and organisational improvement.
- A commitment to evidence-informed practice whilst recognising the importance of professional judgement.

Personal Qualities

The successful candidate will:

- Be optimistic, resilient and emotionally intelligent.
- Communicate with clarity and purpose.
- Be reflective and open to challenge.
- Remain calm under pressure and lead with confidence.
- Demonstrate excellent interpersonal skills.
- Be committed to collaboration across schools and across the Trust.
- Command credibility through expertise, professionalism and integrity.
- Have the energy, ambition and determination to make a lasting difference.

Desirable

Whilst not essential, we would welcome candidates who have:

- Experience of leadership across more than one school or within a multi-academy trust.
- A recognised leadership qualification (NPQH, NPQEL or equivalent).
- Experience of leading curriculum innovation or significant organisational change.
- Experience of coaching and developing future school leaders.

What We Promise Our Leaders

Outstanding leadership is both rewarding and demanding. In return for your commitment, you can expect LET Education Trust to provide:

- Professional agency within a culture of collaboration and shared accountability.
- Clear strategic direction, coupled with high levels of support and constructive challenge.
- Honest, respectful and transparent leadership.
- Investment in your professional growth, leadership development and career progression.
- Opportunities to collaborate with talented colleagues across our family of schools.
- A culture where innovation, reflection and evidence-informed practice are encouraged.
- Leaders who will listen, value your expertise and work alongside you.
- An unwavering commitment to your wellbeing and to creating the conditions in which you can do your very best work.

Above all, we promise never to lose sight of why we are here: to improve the life chances of the children and young people we serve.

Together, we will ensure that every child is known, belongs, attends, learns, achieves and flourishes.

SAFEGUARDING AT RHYDDINGS

Safeguarding and Pre-Employment Requirements

LET Education Trust is steadfast in its commitment to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this unwavering dedication.

Criminal Record and Background Checks

In accordance with Keeping Children Safe in Education (KCSIE), this position is subject to a robust vetting process:

- **DBS Disclosure:** As this role involves "regulated activity," the successful candidate will be required to obtain an Enhanced Disclosure from the Disclosure and Barring Service (DBS).
- **Rehabilitation of Offenders:** This post is not exempt from the Rehabilitation of Offenders Act 1974. However, certain "protected" convictions and cautions are "filtered" and do not need to be disclosed.
- **Self-Disclosure:** Shortlisted candidates will be required to complete a criminal records self-disclosure form before the interview.
- **Online Vetting:** In line with statutory guidance, the Trust will conduct online searches for all shortlisted candidates to identify any incidents or issues that may affect their suitability to work with children.

Statutory Compliance

- **Right to Work:** To comply with the Immigration, Asylum and Nationality Act 2006, all shortlisted candidates will be asked to provide evidence of their legal right to work in the UK on the day of the interview.
- **Language Proficiency:** This role is identified as a public-facing position under Part 7 of the Immigration Act 2016. Therefore, the ability to fulfil all spoken aspects of the role with confidence and fluency in English is an essential requirement.

All appointments are subject to satisfactory references and medical clearances.

Application Process

Thank you for taking the time to consider joining Rhyddings and LET Education Trust.

To apply, please complete the Trust's application form and submit it together with a supporting letter of no more than two sides of A4. Your supporting letter should demonstrate how your experience, leadership and values have prepared you for this role, and why you believe you are the right person to help shape the next chapter of Rhyddings' journey.

We strongly encourage prospective candidates to visit the school. Tours will take place on Thursday 10 September, providing an opportunity to meet members of the leadership team, experience the school first-hand and ask any questions you may have about the role.

Key Dates

- School Tours: Thursday 10 September 2026, time TBC.
- Application Deadline: Monday 28 September at 12.00 noon
- Interview Day: Thursday 8 October 2026

Arrange a Tour or Informal Conversation

We would love to welcome you to Rhyddings or arrange an informal conversation about the role before you apply. To book a tour or schedule a phone call, please contact Mrs Shorrock:

- Phone: 01254 355521
- Email: shorrockk@let-edu.org

Submitting Your Application

Please download the application form from the LET Education Trust website and return your completed document to Mrs Shorrock at shorrockk@let-edu.org.

We look forward to receiving your application and wish you every success.

THANK YOU

