



Ref: RHIGG/CLA

March, 2020

Dear potential applicant,

Thank you for your interest in the post of Deputy Headteacher at The Blue Coat School, an outstanding 11-18 Church of England Comprehensive and National Teaching School ([www.northernalliance.net](http://www.northernalliance.net)).

This is an exciting and rewarding post, which has become available due to the current Deputy Headteacher securing a Headship. Blue Coat School is part of the Cranmer Education Trust, which also includes East Crompton St George's Primary, Mayfield Primary and Manchester Nexus School-Centred Initial Teacher Training. The CET is also set to open a new free school in Oldham in September, 2022 and another secondary school is likely to join the trust in September 2020. As part of the school's leadership team you will lead strategic improvements across our current provision but also support system leadership work to not only improve the educational experience for pupils at Blue Coat, but also those in the surrounding areas.

We are looking to appoint as our Deputy Headteacher someone who can bring outstanding leadership qualities and evidence of real and sustained positive impact in their current post to enable Blue Coat to continue to uphold the highest standards and trajectory of continuous improvement. You will work alongside the Headteacher, the Deputy Headteacher responsible for 6th Form, Teaching & Learning and the management of staff performance, and the Deputy Headteacher responsible for curriculum, and will have a specific brief drawn from the list overleaf, which will build on your existing evidenced expertise, and provide the supported professional development that will lead to headship, potentially within the Trust, in the next 4-5 years.

You will join a big leadership team which includes both teaching and support staff leaders and managers. Whatever your actual responsibilities, you will work with all staff across Blue Coat, as well as working with our partner schools within the Teaching School Alliance and multi-academy trust, and the wider community of Oldham schools. We are looking for someone who is committed to working collaboratively with staff and who can inspire people to grow and develop.

We are particularly interested in applicants who can demonstrate expertise as a leader and manager in one or more of the following areas. The role will be tailored to fit both the experience the successful candidate brings, and to offer further professional development. We do not expect any one individual to take responsibility for all of these areas.



For each, it is expected that the Deputy responsible will be responsible for the relevant section of the SEF/website/newsletter and communications.

1. Leadership of progress and attainment for the whole 11-16 cohort. This will include all related systems, processes, analysis, communication and quality assurance, plus leadership of assessment and reporting policy and practice, responsibility for examinations (managed by Exams Office), and external accountability. The successful candidate will be responsible for ensuring that assessment systems support the wider curriculum development.
2. Leadership of our pastoral provision. This will include responsibility for our pastoral systems and structures across Key Stage 3 and 4 and our Achievement for All department. The postholder will provide strategic direction to our pastoral curriculum and ensure it aligns with our whole-school curriculum intent.
3. Safeguarding. The successful candidate will become the Designated Safeguarding Lead and lead the schools safeguarding team.
4. School operations and organisational management, modelling the school ethos, day-to-day oversight and management, and planning the logistics of a very busy, dynamic school of over 1700 pupils on a very challenging site.

Blue Coat offers an exceptional environment for the professional satisfaction of being able to make a real difference to young people's lives. Our students are fabulous. We work very hard to create a school community where all can belong and thrive and our young people respond whole-heartedly. Parental support is strong and the school is massively over-subscribed at both Years 7 and 12. Achievement levels are amongst the highest nationally at both GCSE and A level and there is still plenty of scope to improve further. In these challenging times we have ensured that we are not a stand-alone institution, but part of a trust with increasing economies of scale; we have a thriving teacher training arm and so can recruit and grow our own; and our partnerships and collaboration locally and within the Teaching School Alliance ensure the capacity for challenge, growth and development. As a school with a national reputation, we are in a position to influence policy and our senior leaders are snapped up for promoted posts.

There is a wealth of information about our school on our website ([www.blue-coat.org](http://www.blue-coat.org)) and about Cranmer Education Trust on [www.cranmereducationtrust.com](http://www.cranmereducationtrust.com). All the school's data can be found on the DfE website. We are happy to arrange a confidential visit at a convenient time through our Admin and HR Manager, Mrs Heather Johnson ([hjohnson@blue-coat.org](mailto:hjohnson@blue-coat.org)). Full details about the post and the process and application are included in the pack.

We look forward to hearing from you.

Yours sincerely,



Mr R. Higgins  
Headteacher  
The Blue Coat School

