



Candidate Brochure Headteacher



THE DEAN TRUST
Believe Achieve Succeed

SALARY:

ISR L27-L31

£98,106-£108,202 per annum

START DATE:

Summer Term 2026

WORKING PATTERN:

Full Time

CONTRACT:

Permanent

LOCATION:

Broad oak School

ACCOUNTABLE TO:

Chief Executive Officer and
Academies Directors

Headteacher

Job Summary

The Dean Trust is excited to announce the opportunity for an enthusiastic, dedicated and inspiring leader, with a proven track record for improving provision and outcomes in a secondary school setting, to join our family of schools as Headteacher at Broad oak School.

Broad oak School is located in Trafford local authority, within the Greater Manchester area of Partington. The school is at the heart of the community and benefits from a generational bond with families, working closely with two local Dean Trust primary schools.

Working within a supportive and values driven Trust, the successful candidate will have the opportunity to shape the future of the school, ensuring that Broad oak pupils are academically and socially equipped to be successful in future learning and career pathways.

If you feel you have the vision, drive and energy to lead Broad oak School, then we would be delighted to receive your application.

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to pre-employment safeguarding checks, including an enhanced Disclosure and Barring Check.



Main Purpose of the Role

The postholder will be responsible for the leadership of all aspects of the school's operation. This includes modelling the highest possible standards of personal professional conduct, providing high quality leadership, and promoting high expectations and aspirations for pupils and staff.


The Headteacher will also be part of the Specialist Network Partnership within The Dean Trust and will work closely with the Executive Team to support strategic planning.


Due to the seniority of this position, the postholder will be expected to be flexible and agile in their ability to take on responsibility in any area of school leadership as determined by the Governing Body and/or Executive Team.

As this is a significant role within the Trust, there may be occasion that the postholder is required to work at another Dean Trust school.

Key Responsibilities

- The day to day running of the school
- High quality leadership and management of identified responsibilities to secure:
 - high expectations and aspirations for all pupils and staff
 - improvements in attainment, progress and social development for all pupils
 - high quality teaching & learning
 - effective strategic direction, leadership & management
 - excellent relationships with and between all staff (support staff and teachers)
 - effective use of resources and a safe and healthy working environment for pupils and staff
 - overall responsibility for the quality of teaching & learning across the curriculum
 - achieving agreed annual targets for the role as established through the appraisal process
 - effective financial management and resource deployment alongside the Trust Finance Team
 - strong and embedded relationships to promote the school's brand to external organisations for the benefit of all our pupils
 - the effective safeguarding and welfare of all pupils and staff
 - meeting the Teacher Standards and, where appropriate, the Post Threshold Teacher Standards as described in the School Teachers' Pay and Conditions of Service document and the new Headteacher Standards
- The overall responsibility for the day to day operation of the school, the standards of teaching, learning and outcomes of the whole school curriculum

- 
- Be the senior leader in the school, modelling the approaches and values expected of others. Setting standards and creating an ethos and culture that will pervade all aspects of school life. The senior team will continue to lay down the foundation for future years
 - Develop and encourage effective and positive working relationships with and across the entire staff as a whole, the leadership team and those they line manage. They will actively assist and drive the establishment of a strong team of leaders (both support and teaching) who are proud of their work and achievements; where colleagues are valued and supported; and where motivation is developed and sustained
 - Act as a positive role model for others, inspiring them through high quality personal and professional conduct that sets the standard. They will help to shape the vision, ethos and policies of the school and promote high levels of expectation and achievement amongst all staff and pupils. The post holder will provide the practical support, guidance and professional development that will enable the entire staff to fulfil their roles and responsibilities
 - Work with the Senior Leadership Team and Executive Team of The Dean Trust to ensure a safe, secure, stimulating and motivating learning environment across the school. They will lead a school where children are happy and enthusiastic learners who feel valued and cared for, act safely, learn to respect others, aim high and can grow as people. Each child will be supported and inspired to reach the highest academic and personal development standards as possible
 - Lead the development of positive pupil attitudes and behaviour across the school and model and ensure adherence by all, to all whole school protocols, policies and procedures
 - Responsible for the SEF and SIP and will, alongside the Executive Team, ensure quality assurance process are robust.
 - Responsible for managing a complex budget. They will be supported in this by the Executive Team
 - Develop a 'capital strategy' in addition to the SIP in order to maintain the fabric of the building and to 'future proof' the school
 - Contribute and be a part of the Specialist Network Partnership within The Dean Trust and will work closely with the Executive Team to support strategic planning
 - Work and support colleagues in other Dean Trust schools
 - Inspire, motivate and lead all staff, demonstrating the highest standards of personal professional conduct
 - With the Senior Leadership Team, establish and lead a culture that promotes excellence, equality and high expectations for all pupils
 - Safeguard and promote the welfare of pupils throughout all the schools, working collaboratively with school leaders to do so
 - Ensure that reward and discipline procedures and processes are consistently applied to ensure good pupil behaviour, ensuring pupils are ready to learn and make good progress
 - With the support of the Executive Team, the Headteacher will develop and implement a school brand that is supported and promoted internally and externally and which champions the school
 - Build a strong and supportive team at senior, middle leadership and whole staff level based on excellent communication, with a shared and consistent vision and practice
 - Ensure that the Senior Leadership Team are implementing the appropriate and innovative use of initiatives to support learning and raise standards throughout the school

- 
- Ensure that Heads of Faculty are driving school improvements so that there is consistency in the high quality of provision across the curriculum
 - Represent the school at external and internal events in a professional and enthusiastic manner
 - Overall responsibility for the effective leadership and management of the:
 - operational management of the school in respect of staff, pupils and site
 - additional responsibilities and specifics relating to these will be agreed with the successful candidate on appointment
 - Provide guidance, mentoring, coaching and challenge so that teachers and support staff can develop professionally and fulfil their duties effectively.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the brand style
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person
- Participate in training and other learning activities as required
- Participate in the school's People Development Process
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- To represent the school/academy at events as appropriate
- To support and promote the school/academy ethos
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post
- To undertake any other reasonable duties at the request of the Executive Team

All post holders must comply with The Dean Trust professional standards. The job description will be reviewed as necessary and is subject to modification and amendment at any time after consultation with the post holder.

Whilst every effort has been made to explain the key responsibilities of this post, this job description is not intended to be exhaustive and every individual take undertaken may not be identified.

Personal Specification

Qualifications

- Educated to degree level or equivalent
- Qualified Teacher Status (QTS)
- Achieved or working towards NPQH or equivalent
- Evidence of recent and relevant professional development

Experience

- Senior leadership and management experience within a secondary educational setting
- Experience of leading and motivating a team to improve standards and outcomes
- Experience of managing a budget and effective deployment of resources
- Experience of setting challenging targets
- Experience and understanding of management of human and financial resources at a senior level
- Can evidence strategic leadership

Knowledge

- Exhibits current knowledge and understanding of educational policy
- Understands the relationship between managing performance, CPD and sustained school improvement

- Understanding of assessment theory and practice
- Understanding of effective teaching and learning strategies

Skills and abilities

- Demonstrate a commitment to ongoing professional development
- Demonstrate a commitment to safeguarding and promoting the welfare of children
- Display the ability to inspire and influence others
- Actively promote equality and inclusive practices
- Demonstrate effective team work within a school, and with external partners
- Demonstrate honesty, integrity and an ability to make difficult decisions
- Display resilience, self-motivation, enthusiasm and energy
- Demonstrate excellent communication and interpersonal skills
- Develop effective working relationships
- Demonstrate excellent organisational skills, initiative and problem-solving skills
- Prioritise, meet deadlines and perform effectively under pressure
- Demonstrate a flexible and adaptable approach to change
- Demonstrate active listening skills and an ability to take and follow guidance
- Create an environment of value, trust and respect

How to apply

If you would like to apply for this role
please apply through our online recruitment site which is available via:
careers.thedeantrust.co.uk

Application Closing Date: 9.00am Tuesday 4th November 2025

Interview Dates: 19th and 20th November 2025

If you wish to discover more about this exciting opportunity, need any further
information or would like to have an informal discussion, please contact Chris
Gartner at Think Education, our recruitment partner, on
chrisgartner@thinkrecruitment.co.uk or by phone on 07454679918.

