

# RANELAGH SCHOOL



## DEPUTY HEADTEACHER



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Dear Colleague

Thank you for your interest in the post of Deputy Headteacher (Curriculum and Quality of Education) or Deputy Headteacher (Inclusion and Student Support) at Ranelagh School. In this letter, I aim to provide you with some further insight into our school and our priorities.

Ranelagh School is an outstanding 11–18 Church of England mixed comprehensive school with a long tradition of academic excellence, strong pastoral care and a deeply embedded Christian ethos. Leadership at Ranelagh is collaborative, reflective and grounded in trust. The successful candidate will join an experienced and committed Senior Leadership Team, contributing to a culture where staff are supported, challenged and valued. The successful candidate will play a pivotal role in the strategic and operational leadership of our school. Working in close partnership with the Headteacher and Senior Leadership Team, the postholder will help to sustain and further develop an outstanding school rooted in Christian values. They will also contribute to setting the strategic direction of the school, ensuring the highest standards of education and care for all students, and modelling leadership that is relational, reflective and values-led. The role requires a leader who combines professional rigour with warmth, wisdom and moral purpose.

In addition to excellence in terms of academic outcomes, our purpose is to provide a supportive, stimulating and secure environment in which young people can thrive. As such, we seek to employ inspirational and energetic staff, committed to the school's ethos. In return, we aim to provide opportunities for continuing professional growth and development for all staff, beginning with a well-established induction programme. Given that we spend such a significant proportion of our time in the workplace, it is important to take pride and pleasure in what we do here. Teaching and non-teaching staff collaborate well. They are mindful of one another's well-being and there is a strong sense of collective purpose.

If you are interested in learning more about either of these roles, then please do contact my PA, Mrs Dawn Jeffers ( [djeffers@ranelagh.bonitas.org.uk](mailto:djeffers@ranelagh.bonitas.org.uk) ). If you would like to apply, please submit your application using the form available on our website [www.ranelagh.bonitas.org.uk](http://www.ranelagh.bonitas.org.uk)

I look forward to hearing from you.

Yours sincerely

Tim Griffith, Headteacher



## Ranelagh School Vision

*'Though we are many, we are one body.'*  
[Eucharistic Prayer, Common Worship]

Following the ministry of Jesus, we empower all to use their gifts in faithful service. We inspire and encourage each individual to develop and nurture unique skills, interests and talents, in order that they can flourish. Our school is a unifying heartbeat, enabling everyone to feel welcomed and valued as members of our community.

### Context

We draw students from over forty primary schools spread over a diverse geographical area. Some of our young people and their families have experienced worship from a range of Anglican traditions, whilst others practise different denominations and faiths, or hold a wide variety of beliefs, values and ways of looking at the world. Our aim is for Ranelagh to offer a unifying heartbeat. Our vision is rooted in the example of Jesus' ministry – we are all one body, part of one church; we are all known and welcome and our unique skills and attributes are valued.

We endeavour for each individual to be included within our supportive community in which those of all circumstances and contexts are able to learn and work together to experience love, hospitality, service, solidarity, forgiveness and the possibility of new beginnings.

We are unrelenting in our support of each individual, in order that we all might have hope and aspiration for the future. Everyone is enabled to develop their unique skills and talents and to aspire for excellence, being empowered to take responsibility for making wise choices. In order for all students to thrive and excel, we aim to foster confidence and delight in learning through a rich diet of scholastic, practical, cultural and spiritual opportunities.

In addition to encouraging intellectual rigour, we nurture a vibrant and creative environment in which members of the school community are able to work together to seek the wisdom, knowledge, truth, understanding and skills which will support all to fulfil Jesus' promise of life in all its fullness.



**Job Title:** Deputy Headteacher – Curriculum and Quality of Education

**School:** Ranelagh School, Ranelagh Drive, Bracknell, RG12 9DA

**Type of school:** Non selective, mixed sex academy converter

**Individual Pay Range (5 pts):**

**Education phase:** Secondary and 16 to 18

L18 to L22 including Fringe weighting

**NOR:** 1138 (PAN 180)

To provide strategic leadership of curriculum, teaching and learning, ensuring a coherent, ambitious and inclusive quality of education that enables all students to flourish academically and personally.

### **Key Areas of Responsibility**

#### **Vision, Ethos and Culture**

- Actively promote and embody the school's Christian vision, values and ethos.
- Support the Headteacher in sustaining a culture of high expectations, scholarship and aspiration.
- Model servant leadership, integrity and humility, fostering trust and professional excellence.
- Promote students' spiritual, moral, social and cultural development through a rich and inclusive curriculum.

#### **Curriculum, Teaching and Learning**

- Provide strategic leadership of the whole-school curriculum, ensuring strong intent, implementation and impact.
- Ensure curriculum coherence across key stages, including progression, sequencing and assessment.
- Lead the development of research-informed teaching and learning, securing consistently high-quality classroom practice.
- Oversee assessment, data and reporting systems, ensuring intelligent and proportionate use of information to drive improvement.
- Work with middle leaders to strengthen subject leadership and curriculum design.
- Ensure curriculum provision meets the needs of all learners, including disadvantaged students and those with SEND.

#### **Quality Assurance and Outcomes**

- Monitor standards of teaching and learning through evaluation, review and professional dialogue.
- Use evidence to identify priorities, evaluate impact and inform strategic decision-making.
- Support improved outcomes for all groups of students, closing attainment and progress gaps.

### **Staff Development and Wellbeing**

- Line-manage curriculum leaders and designated teams.
- Contribute to performance management processes that are developmental and fair.
- Lead professional development linked to curriculum and pedagogy.
- Support the identification and development of future curriculum and teaching leaders.
- Promote staff wellbeing and sustainable workload practices.

### **Strategic Leadership and School Improvement**

- Play a full role in self-evaluation and school improvement planning.
- Contribute to whole-school policy development.
- Support preparation for external accountability, including Ofsted and SIAMS.
- Deputise for the Headteacher as required.

### **Community, Partnership and Trust Engagement**

- Work collaboratively within the Bonitas Multi-Academy Trust.
- Represent the school professionally to parents, governors and external partners.
- Contribute to curriculum-related partnerships and enrichment opportunities.

### **Safeguarding**

- Actively promote safeguarding and student welfare.
- Ensure safeguarding responsibilities are fulfilled within areas of responsibility.
- Uphold statutory guidance, including *Keeping Children Safe in Education*.

This job description is not exhaustive. The postholder will be expected to undertake other reasonable duties commensurate with the role, as directed by the Headteacher.



**Job Title:** Deputy Headteacher – Inclusion and Student Support

**School:** Ranelagh School, Ranelagh Drive, Bracknell, RG12 9DA

**Type of school:** Non selective, mixed sex academy converter

**Education phase:** Secondary and 16 to 18

**NOR:** 1138 (PAN 180)

**Individual Pay Range (5 pts):**

L18 to L22 including Fringe weighting

To provide strategic leadership of inclusion, pastoral care and student support, ensuring equity, belonging and strong outcomes for all students, particularly the most vulnerable.

### **Key Areas of Responsibility**

#### **Vision, Ethos and Culture**

- Actively promote and embody the school's Christian vision, values and ethos.
- Champion inclusion, dignity and belonging for every member of the school community.
- Model compassionate, servant leadership grounded in integrity and care.
- Promote students' spiritual, moral, social and cultural development within an inclusive environment.

#### **Inclusion and Student Support**

- Provide strategic leadership of SEND, inclusion and pastoral systems.
- Ensure statutory responsibilities for SEND and inclusion are met effectively and compassionately.
- Lead the identification and removal of barriers to learning and participation.
- Oversee provision for vulnerable groups, including disadvantaged students, those with SEND, and students facing social or emotional challenges.
- Ensure that reasonable adjustments and targeted interventions are implemented and evaluated for impact.
- Promote a whole-school approach to inclusive teaching and adaptive practice.

#### **Behaviour, Attendance and Wellbeing**

- Lead strategy for behaviour, attendance and student wellbeing.
- Ensure systems are fair, consistent and rooted in relational practice.
- Monitor data to identify patterns, risks and priorities, taking timely action.
- Work closely with families and external agencies to secure positive outcomes for students.

#### **Staff Leadership and Development**

- Line-manage curriculum leaders, pastoral leaders and student support teams.
- Support staff in developing inclusive and trauma-informed practice.

- Contribute to performance management processes that are supportive and developmental.
- Promote staff wellbeing and resilience, particularly within pastoral and support roles.

#### **Strategic Leadership and School Improvement**

- Play a full role in self-evaluation and school improvement planning, particularly in relation to inclusion and personal development.
- Contribute to whole-school policy development and implementation.
- Support preparation for external accountability, including Ofsted and SIAMS.
- Deputise for the Headteacher as required.

#### **Community, Partnership and Trust Engagement**

- Build strong relationships with parents, carers, parishes and external agencies.
- Contribute to collaborative inclusion work within the Bonitas Multi-Academy Trust.
- Represent the school with professionalism, warmth and clarity.

#### **Safeguarding**

- Actively promote safeguarding and student welfare.
- Ensure safeguarding responsibilities are fully embedded within pastoral and inclusion systems.
- Uphold statutory guidance, including *Keeping Children Safe in Education*.

This job description is not exhaustive. The postholder will be expected to undertake other reasonable duties commensurate with the role, as directed by the Headteacher.



## Person Specification

### Faith and Ethos

Essential:

- A clear commitment to the Christian values that underpin Ranelagh School.
- An understanding of, and respect for, inclusive Christian education in a Church of England school.

### Qualifications and Experience

Essential:

- Qualified Teacher Status.
- Significant and successful leadership experience in a secondary school.
- Evidence of ongoing professional development.

Desirable:

- NPQSL / NPQH or willingness to undertake.
- Experience of inspection preparation or inspection leadership.

### Leadership and Professional Practice

Essential:

- A strong track record of improving teaching and learning.
- Ability to think strategically and translate vision into action.
- Experience of line management and staff development.
- Confidence in using evidence and data to inform improvement.

## Personal Qualities

Essential:

- Interpersonal, reflective and emotionally intelligent leadership style.
- Calm, resilient and thoughtful under pressure.
- Integrity, humility and moral purpose.
- Commitment to collaboration, service and continuous improvement.

## How to Apply

If you are interested in learning more about the role, then please do contact Mr Griffith's PA, Mrs Dawn Jeffers ( [djeffers@ranelagh.bonitas.org.uk](mailto:djeffers@ranelagh.bonitas.org.uk) ). If you would like to apply, please submit your application using the form available on our website [www.ranelagh.bonitas.org.uk](http://www.ranelagh.bonitas.org.uk)

Please note that CVs cannot be accepted.  
No agencies please.