



Rowan High School



Mersey View
LEARNING TRUST

Welcome from Executive Headteacher

Dear Candidate

We are delighted that you have shown an interest in the position of Deputy Headteacher at Rowan High School, a proud member of Mersey View Learning Trust.

At Rowan High School, everything we do begins with our children and young people. We believe every child deserves the very best opportunities to learn, grow, thrive and experience a future full of possibility. Our commitment to respect, integrity and ambition runs through everything we do.

Learning is at the heart of our school. We are ambitious for every child and believe that great learning opens doors, builds confidence and transforms life chances. Our greatest achievements are seeing our children and young people thrive — finding their voice, developing friendships, becoming more independent, discovering their strengths, succeeding in their learning, accessing employment and becoming valued members of their community. We want every child and young person to leave us equipped with the knowledge, skills and confidence to embrace future opportunities

We are seeking a colleague who brings fresh perspectives, inspires others and shares our commitment to helping every child feel valued, empowered and able to achieve, regardless of the barriers that they may face. If you are passionate about making a lasting difference, we would be delighted to hear from you.

Karen Lynskey
Executive Headteacher

Application Guidelines

Candidates are asked to complete the application form which is available on the Trust website <https://www.merseyview.com/Vacancies/>. Candidates will be required to create a profile, complete the relevant application questions and submit the same.

Your application letter should be structured around the key requirements of the role as set out in this application pack, providing relevant examples.

Key Dates and Information

Closing date for applications: 2 October 2026

Shortlisting: 5 October 2026

Interviews: 8 October 2026

Start date: 1 January 2027

If you have any queries or need additional information, please contact – lhughes@rps.mvlt.co.uk

In common with all staff and pupils of the Trust, the post holder should be aware of the Trust's policies and implement them as appropriate. All roles within the Trust carry the responsibility for safeguarding and promoting the welfare of children.

Mersey View Learning Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working at the school to share this commitment.

The Trust is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance on whether a conviction or caution should be disclosed can be found on the Ministry of Justice website which can be accessed [here](#).

Successful applicants will be required to complete a confidential medical questionnaire and may be required to undergo a medical examination.

The school may carry out an online search on short-listed candidates as part of our due diligence and in line with Keeping Children Safe in Education 2026. This may help identify any incidents or issues that have happened and are publicly available online, which we may wish to explore with you at interview.

Job Description	
Job title	Deputy Headteacher – Rowan High School
Responsible to	Head of School (Rowan High School)
Hours of work	Full time
Salary	L15 – L19 currently £73,105 - £80,655 (2025/2026)

Main Purpose
The successful postholder will: • Have the strategic oversight and responsibility for whole-school curriculum, assessment, teaching and achievement (including post-16). • Lead, manage, motivate and inspire staff, including a team of assistant headteachers. • Deputise and undertake overall responsibility for the school in the absence of the head of school and on any other occasions when deemed necessary. • Create and develop an ethos and culture in which all staff recognise that they contribute to, and are accountable for, improving the quality of education provided and standards achieved. • Ensure that constructive positive working relationships are formed and maintained, which includes holding others to account and leading investigations when needed. • Plan, allocate, support and evaluate work undertaken by individuals, groups and teams, ensuring that there is clear delegation of tasks and devolution of responsibilities. • Motivate and enable teachers, including senior and middle leaders and support staff, to develop expertise in their respective roles through high-quality continuing professional development. • Work with the head of school to ensure strong succession planning, including a commitment to growing future leaders. • To engage in external school improvement work by actively engaging in reviews of our own school and taking part in work designed to support other schools to improve. • To carry out the duties of a teacher as set out in the current School Teachers' Pay and Conditions Document.
Strategic Direction
The successful postholder will: • Work closely with the head of school to develop the strategic vision of the school, ensuring that the best interests of our children are at the heart of every decision we make. • Ensure that the school's vision is communicated and clarified to all stakeholders. • Contribute to the school improvement plan and self-evaluation tools to ensure that the vision, values and priorities of Rowan High School, and the wider trust, are met. • Work with the trust, staff, parents, carers and governors to ensure effective sustainable school improvement and efficient management of school resources. • Hold and articulate clear values and moral purpose, focused on providing high-quality education for all pupils at Rowan High School. • Provide information, objective advice and support to the head of school to secure effective allocation of resources to promote efficiency and value for money. • Work closely with the trust, head of school and governors in strategic planning budget preparation and mentoring and effective budget management. • Monitor, evaluate and review the impact of school policies, procedures and priorities through effective quality assurance processes, taking or advising action when necessary. • Develop clear and robust action plans associated with key areas of responsibility.

Educational Development and Community

The successful postholder will:

- Keep up to date with relevant legislation, research and guidance to advise the head of school on issues relating to your strategic areas of responsibility.
- Liaise with other trust schools to create, promote and develop opportunities for pupils and staff from all schools to flourish.
- Develop links and partnerships with other local and regional schools to enhance and share good practice and to foster collaboration in the interests of all children in the local area.
- Work with the leadership team to develop a school culture which continues to promote equality, diversity and inclusion.
- Collaborate with other agencies to promote the academic, spiritual, moral, social, and cultural well-being of our pupils and their families.
- Work in partnership with the local governing body and our trust, attending meetings to represent Rowan High School as directed by the head of school.
- To be aware of, and work in accordance with, the school's child protection policies and procedures to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

Specific Responsibilities

Specific areas of responsibility will be dependent on the skills, knowledge and experience of the successful candidate/s and will be agreed upon appointment.

The responsibilities within this job description may change to reflect any changing or emerging strategic priorities of Rowan High School or Mersey View Learning Trust.

Person Specification		
	Essential	Desirable
Qualifications and Training	• Be educated to degree or equivalent level. • Qualified teacher status. • Evidence of appropriate professional development for the role of Deputy Headteacher.	• NPQ, Masters or other further qualifications.
Skills and Experience	• A track record of providing leadership, raising standards and delivering strong educational outcomes. • A strong track record of teaching, securing positive outcomes for pupils. • Involvement in school self-evaluation, strategic action planning and continuous quality assurance. • Experience of successful line management and staff development. • Data analysis skills and the ability to use data to set targets and identify areas of development. • Effective communication and interpersonal skills. • Ability to communicate a vision and inspire others. • Strong verbal and written communication skills.	• Leadership experience in more than one school. • Experience as a Deputy Headteacher. • Experience in a school with a sixth form.
Personal and Professional Qualities	• A commitment to our school's inclusive vision. • Resilience and the ability to work under pressure. • Commitment to maintaining confidentiality at all times. • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. • To have an excellent record of personal attendance and punctuality. • Ability to work collaboratively with others towards a shared vision. • Honest and integrity. • A role model to staff, students and the wider community.	• An interest in educational research. • Understanding of financial management in a school.

The above qualities will be assessed through a comprehensive recruitment process, which involves application analysis, scrutiny of reference and interview.

The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent and must be eligible to work in the UK.