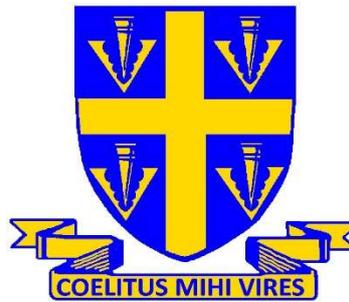


RANELAGH SCHOOL



ASSISTANT HEADTEACHER



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Dear Colleague

Thank you for your interest in the post of Assistant Headteacher 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 this role, then please do contact my PA, Mrs Dawn Jeffers (djeffers@ranelagh.bonitas.org.uk). If you would like to apply, please submit your application using the form available on our [website](#).

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: Assistant Headteacher	
School: Ranelagh School, Ranelagh Drive, Bracknell, RG12 9DA	
Type of school: Non selective, mixed sex academy converter	Individual Pay Range: L13 to L17 including Fringe weighting
Education phase: Secondary and 16 to 18	
NOR: 1138 (PAN 180)	

To support the Headteacher in providing strategic leadership and management of Ranelagh School, ensuring high standards of teaching, learning, achievement, and pastoral care. The specific area of responsibility will be determined following appointment, based on the strengths and experience of the successful candidate and the evolving needs of the school.

Key Areas of Responsibility

Strategic Leadership

- Contribute to the development and implementation of the school’s vision, values, and strategic priorities.
- Support the Headteacher and Senior Leadership Team (SLT) in driving school improvement.
- Lead on whole-school initiatives as agreed following appointment.
- Promote a culture of high expectations, inclusion, and continuous improvement.

Teaching and Learning

- Model outstanding classroom practice and maintain a teaching commitment.
- Lead, develop, and monitor high-quality teaching and learning across the school.
- Use data effectively to raise standards and improve outcomes for all students.
- Support staff development through coaching, mentoring, and CPD programmes.

Staff Leadership and Development

- Line manage middle leaders and other staff as appropriate.
- Contribute to performance management and appraisal processes.
- Support recruitment, induction, and retention of high-quality staff.
- Foster a collaborative and supportive working environment.

Operational Management

- Contribute to the effective day-to-day running of the school.
- Support school policies and ensure their consistent implementation.
- Assist in managing resources efficiently and effectively.
- Take responsibility for specific operational areas as agreed.

Safeguarding

- Promote and safeguard the welfare of all students.
- Ensure safeguarding policies and procedures are followed at all times.
- Act as a Deputy DSL.

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 (QTS)
- Significant experience of successful leadership in a secondary school
- Proven track record of improving student outcomes
- Strong understanding of teaching, learning, and assessment
- Commitment to inclusion, safeguarding, and student wellbeing

Desirable:

- Experience at senior or whole-school leadership level
- Evidence of leading whole-school initiatives
- Experience in more than one key leadership area (e.g. curriculum, pastoral, data)

Leadership and Professional Practice

Essential:

- 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). If you would like to apply, please submit your application using the form available on our website www.ranelagh.bonitas.org.uk

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

