Wright Robinson College

THE SUNDAY TIMES Top 10
Best Places to Work 2026
MEDIUM ORGANISATION

Assistant Director of Pastoral and Academic Progress

RECRUITMENT INFORMATION



Ofsted Recognised for Exceptional Practice

Flagship Learning Trust

TEAM Wright Robinson

THE SUNDAY TIMES Top 10
Best Places to Work 2026
MEDIUM ORGANISATION

THE SUNDAY TIMES Highly Commended
Best Places to Work 2026
FOR WELL-BEING



OUR MISSION STATEMENT

VALUES & ETHOS

Our Values

All members of our college community will be given every opportunity to develop and achieve their full academic potential.

All members of our college community will contribute to ensuring that we provide a safe, secure and caring environment.

All members of our college community will celebrate the diversity of our community and celebrate our successes and achievements as one.

All members of our college community will demonstrate resilience at times of adversity.

All members of the college community will treat others with respect.

All members of the college community will be treated fairly.

WRIGHT ROBINSON COLLEGE



Team Wright Robinson is fully committed to inspiring its students to achieve academic excellence, good character and resilience. This will enable our students to be instrumental in contributing to and shaping British Society in an internationally competitive world.

WRIGHT ROBINSON COLLEGE

A WARM WELCOME

Thank you for your interest in working at Wright Robinson College. I am immensely proud to be Executive Headteacher at the College. In Ofsted inspections in 2016 and 2021, the College was judged 'Outstanding' in every area of the Inspection Framework. Under the current framework, where an overall 'Outstanding' grade is no longer awarded, we are immensely proud that our March 2026 inspection identified areas of exceptional practice, further strengthening our reputation for excellence. We remain fully committed to continually raising academic standards and attainment through a broad, ambitious and inclusive curriculum.



We are an 11-16 provision and place ourselves at the heart of the community, a college that prides itself on equipping our students with the knowledge and skills to influence an ever-changing, internationally competitive world.

Staff support, wellbeing and CPD is really important to us here at Wright Robinson which was reflected in our 2026 Ofsted report:

"Staff are overwhelmingly happy. They talk effusively of the pride they feel in belonging to Team Wright Robinson." This is reflected further by the fact Wright Robinson was the only college to be recognised in the Times Top 10 Best Places to Work.

We have over half a century's experience in educating young people which is illustrated through our results in public examinations, where our students consistently perform at rates significantly higher than the expected norms.

Students are taught by academic specialists with a passion for their subject, creating an environment where our students believe that anything is achievable. We place great emphasis on creating leaders, whilst recognising the need to work co-operatively with others.

Our 'Team Ethos' permeates all aspects of college life, a life which here at Wright Robinson is so much more than what happens in the classroom. We seek applicants who can align with our culture of mutual respect, a positive outlook and a 'can-do' approach. The college has state of the art facilities creating, for staff and students alike, an attractive site and a pleasant working environment.

Our sporting successes are nationally renowned and our work in areas such as music, drama and art further enrich the student experience.

I am extremely pleased that you are interested in applying to work at Wright Robinson College and I look forward to receiving your application.

M E Haworth

Martin Haworth
Executive Headteacher

WRIGHT ROBINSON COLLEGE

VISIONS & VALUES

Flagship Learning Trust®

WHO WE ARE

The Flagship Learning Trust was established in 2019 with a vision to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust chose to identify as 'Flagship' as it was founded in Wright Robinson College, which is not only identified flagship PFI school building but the college itself is committed to leading the way in education.

Social mobility, self-belief and teamwork are key elements of the Trust's ethos and purpose. We believe that it is not the academic ability which separates us in life but our character; therefore we work hard through teamwork to develop the following qualities in our students:

Self-belief – Self esteem – Self determination – Self-discipline – Self-expression – Self-respect

Our schools may always be judged by the results they achieve, however we believe that they are defined by their ethos and culture.

FLT VISION (Aim)

Inspire. Believe. Achieve.

The aim of the Flagship Learning Trust is to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust aims to inspire every student to believe in themselves in order to achieve.

FLT ETHOS (Character)

Inspire. Believe. Achieve

The core culture of the Flagship Learning Trust centres around respect, collaboration, teamwork and leadership. We believe that having strong leadership, clear goals and working together in an environment of mutual respect, ultimately results in positive outcomes.

FLT VALUES (Principles)

TEAMWORK

Everyone working together for the common goal. We believe that to have a strong team, every team member is important and their contributions valid.

RAISING ASPIRATION

Encouraging our pupils and staff to aim high in order to achieve their goals.

COMMUNITY

Building relationships with pupils, staff, parents and the areas served by our schools to improve the educational experience for our students.

WRIGHT ROBINSON COLLEGE

Assistant Director of Pastoral and Academic Progress

Grade: Grade 6 – £34,237 – £37,563 (Actual Salary term-time only £28,693 - £31,480)
Start Date: ASAP
Contract: Full time (35 hours per week) Permanent, Term time only
Apply by: 9:00am Friday 20 November 2026
Interview date: Friday 27 November 2026

A rare and exciting opportunity has arisen within our pastoral team as an Assistant Director of Pastoral and Academic Progress (Assistant Head of Year). The core purpose of the role is to work with the year group director (Head of Year) to deliver strategies, support and interventions that impact on improving our student's educational, behavioural, social and emotional development and ultimately improve their future life opportunities.

We are looking for applicants who have experience of Assistant Director of Pastoral and Academic Progress (Assistant Head of Year). You will have excellent ICT, oral and written communication skills. You will be highly organised, flexible, conscientious and have a 'can do' approach to work.

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Wright Robinson College is committed to staff development and if you join our team, you will be based in a friendly and supportive school with a state-of-the-art building, providing access to the latest resources to facilitate learning. As well as offering you a competitive salary and access to our BUPA Employee Assistance Programme, which provides all of our staff with access to free counselling and a 24/7 health line, you will be provided with free access to on-site gym facilities, swimming pool and free on-site parking. Located on the east side of Manchester, we are easily accessible through local and regional transport links.

Have you got the desire, experience and ambition to join our Team? If so, we would be delighted to hear from you. Informal enquiries can be directed to Ms. Bower on 0161 370 5121.

For further information on the position, to see what our staff have to say about working for us and for details on how to apply, please follow the link below:
https://www.wrightrobinson.co.uk/Vacancies/

All applications should be made via the TES website. We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible

Statement on Equality
We are an Equal Opportunities Employer and we positively welcome applications from candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Statement on Safeguarding
Wright Robinson College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such, all posts are subject to a safer recruitment process, including online checks and the disclosure of criminal records. It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. When appointing new staff, we will ask shortlisted candidates to complete a self-declaration of their criminal record and to provide any information that would deem them unsuitable to work with children.

Criminal Offences
All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act (Exemptions) Order 1974. However, amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Disclosure and Barring Service website or at http://hub.unlock.org.uk/wp-content/uploads/What-will-be-filtered-by-the-DBS.pdf.
Shortlisted candidates will be asked to provide details of any convictions that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

GDPR
A copy of our Privacy Notice is available on our website.

Assistant Director of Pastoral and Academic Progress: Job Description

JOB TITLE **Assistant Director of Pastoral and Academic Progress**

SCALE/SALARY **GRADE 6**

RESPONSIBLE TO: **Headteacher, Deputy Headteacher, Assistant Headteacher, Director of Pastoral and Academic Progress.**

JOB PURPOSE

To take a leading role, alongside the year group director in the provision of pastoral care and support to students in the relevant year group, in order to ensure that they are able to achieve their full educational potential. This will involve resolving issues which present as barriers to learning such as attendance, lack of motivation and poor behaviour.

Duties and Responsibilities

1. To ensure that students are aware of the requirements and expectations placed on them with regard to their conduct and attitude to learning at the college.
2. To assist the management of the year office and to lead, develop and organise the team of form tutors for the year group in order to ensure that the pastoral needs of the students are met.
3. To promote and implement activities in order to develop positive behaviour and relationships with students and staff at the college.
4. To ensure that students attend college regularly and to ensure that registers are taken by staff for the year group.
5. To implement the college behaviour for learning policy and to work to ensure that the college's inclusion policies are followed.
6. To meet, liaise and discuss with parents resolutions to difficulties that are presenting as barriers to learning and to avoid exclusions. To ensure that every parental enquiry receives a response the same day of receipt.
7. To ensure that the college's rewards and sanctions policy is operated effectively and equitably across the year group. This will include arranging and supervising after college and lunchtime detentions.

9. To complete all administrative tasks relating to the year group and ensure that all pupil records are updated and maintained.
10. To issue year group monitoring reports to pupils and to attend lessons where pupils may be causing concern.
11. To liaise with outside agencies and services to achieve and improve levels of support for pupils.
12. To represent the college at external meetings and case conferences.
13. To provide reports and briefing notes as required.
14. To attend the meetings of the pastoral committee.
15. To provide first aid to pupils once appropriately trained.
16. To implement and adhere to the college's equal opportunities policy.
17. To organise and manage the year group college council.
18. To organise and manage distribution, allocation and replacement of pupil locker keys.
19. Any other duties that may be required, commensurate with the grade of the post.
20. To have a flexible and can-do approach with the ability to respond to the needs of the college.
21. To contribute to the overall ethos, work and aims of the college.
22. To establish constructive relationships and communicate with other agencies and professionals.
23. To participate in training and other learning activities and performance development as required.
24. To recognise own strengths and areas of expertise and use these to advise and support others.
25. To be aware of and comply with the colleges safeguarding procedures, Health and Safety requirements, confidentially and data protection policies.
26. You will be required to work two additional INSET days, which will be paid additionally, and advanced notification of those days will be provided.

The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.

Wright Robinson College

Executive Headteacher: Martin Haworth

Assistant Director of Pastoral and Academic Progress: Person Specification

AF – Application Form **SP – Selection Process**

Specification	Essential/ Desirable	Method of Assessment
QUALIFICATIONS / PROFESSIONAL MEMBERSHIP		
▪ Minimum of 5 GCSE's at Grade C or above (or equivalent) including English and Maths	E	AF
▪ Relevant training courses developing own knowledge, skills and practice about how to best support vulnerable young people	D	AF
PROFESSIONAL EXPERIENCE		
▪ Experience of working in an educational setting/mentoring young people.	D	AF
▪ Ability to recognise safeguarding concerns.	E	AF/SP
▪ Experience of following procedures and instructions.	E	SP
▪ The ability to establish and develop successful working relationships with pupils.	E	SP
▪ Experience of dealing with challenging behaviour and difficult situations in a calm and professional manner	E	SP
KNOWLEDGE AND SKILLS		
▪ Good working knowledge and understanding of ICT	E	SP
▪ Ability to use word-processing, spreadsheet and database software	E	SP
▪ Ability to prioritise with effective decision-making skills	E	SP
▪ Ability to maintain resilience, demonstrate understanding and ensure solution-focused thinking	E	SP
▪ Excellent interpersonal and communication skills	E	SP

PERSONAL QUALITIES		
▪ Ability to work as part of a team and on own initiative	E	SP
▪ Self-motivated, with the ability to multi-task	E	SP
▪ Reflective, resilient, responsive and reliable	E	SP
▪ Organised, with effective planning skills	E	SP
▪ The ability to manage workload, prioritising in an effective manner.	E	SP
▪ A commitment to your own, and other's continuous professional development.	E	AF
▪ Personal commitment to the College's professional standards, including dress code, as appropriate.	E	AF
▪ The post will require an enhanced DBS clearance.	E	SP
▪ To promote Health & Safety, Safeguarding and Equality & Diversity policies.	E	AF



WHY WORK FOR US?



WRIGHT ROBINSON COLLEGE

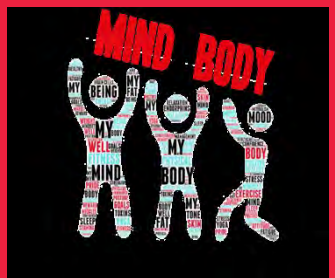
THE SUNDAY TIMES Top 10
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THE SUNDAY TIMES Highly Commended
Best Places to Work 2026
FOR WELL-BEING

Wright Robinson College is proud to have been recognised as one of the UK's Best Places to Work 2024 and was delighted to be named in the Top 10 Best Places to Work in 2026 in the Sunday Times Workplace Survey. This highly regarded national survey celebrates leading employers across Britain, recognising organisations that demonstrate excellence in inclusive approaches to recruitment and employment, while placing a strong emphasis on staff wellbeing. In 2026, the College was also highly commended for its outstanding approach to staff wellbeing. We are especially proud to be the only high school in the UK to have ever been included in the Sunday Times Top 10 Best Places to Work.

Quote from The Sunday Times

"Tea and toast mornings, cupcake days, yoga and art classes help the 210 staff enjoy a healthy work/life balance. The 11 to 16-year-old academy on the outskirts of Manchester, rated outstanding by Ofsted, has also significantly cut teachers' workload by reducing much of the administrative burden that is often criticised across the profession. In addition to a comprehensive professional learning programme, staff have the opportunity to take funded non-professional qualifications."



WRIGHT ROBINSON COLLEGE

Staff Benefits



We have a wide range of employee benefits available to all of our staff in order to attract, retain and contribute towards improving wellbeing. We are always looking at ways in which we can improve our offering to ensure that our benefits are valuable to our staff.

Pension

On joining Wright Robinson, we automatically enrol you into one of our workplace pension schemes, either the Teachers' Pension Fund (TP) or the Local Government Pension Fund (LGPF). Once you are enrolled you will commence paying into your pension via automatic payments from your monthly pay and the Trust will also contribute to your pension. Public sector pensions are renowned for being far better investments than private pensions.

Research day

Each academic year, all staff are entitled to a research & personal development day to be taken on a day of their choice.

Positive work environment

An established Pastoral System led by staff who do not have a teaching commitment is in place with a fully embedded Behaviour Policy and rewards system as well as a dedicated and specialist staff network. This has led to an exceptionally positive and rewarding working environment and culture with exemplary student attitudes to learning.

Occupational Health

The Occupational Health Service provides advice and support to all Trust staff focusing on the promotion of health and wellbeing and prevention of ill health at work.

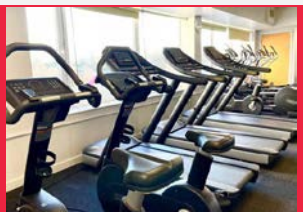
Family friendly support

Enhanced family leave is available to support our staff with family commitments and to maintain a work-life balance. We also consider all applications for flexible working.

Employee Assistant Programme (BUPA)

Face-to-face and/or telephone counselling - up to eight sessions for all employees via BUPA (external confidential provider) and access to a 24/7 health line. Some of the topics that an expert can support with are:

- stress
- bereavement
- coping with change
- financial worries
- anxiety and depression
- substance misuse
- family issues.





CPD/Staff development

We have a strong programme of staff CPD which includes the 'Let's Develop' newsletter published half-termly to all staff. As further professional learning is at the heart of what we do, we provide a comprehensive range of externally accredited programmes and in-house learning and development opportunities to staff at any stage in their career. We also have regular staff promotion opportunities.

Early Careers Teachers (ECT) Programme

The provision for Early Career Teachers is extensive and goes beyond statutory provision. All ECTs are allocated trained subject and professional mentors and in-house bespoke development programme supports development for the full two years. Sessions are tailored to individual staff needs and time is allocated for mentor meetings.

Mental Health First Aiders

We have qualified Mental Health First Aiders in college offering support to anyone who may need it or in the event of a mental health crisis. Mental Health First Aiders are trained to spot the early signs of poor mental health and appropriately sign-post towards treatment and other sources of support.

Wellbeing HUB

Our Wellbeing HUB is home to information regarding health & wellbeing support services available to all staff. We have a member of staff dedicated to wellbeing and the HUB includes information about signposting, Wellbeing Champions, Mental Health awareness, online learning, toolkits, workshops, guidance information and more. All staff are able to access the Headspace app for free.

We take a proactive approach to staff wellbeing by a number of workload reduction strategies including: reduction of meeting times, calendared work-life balance slots, teaching staff do not take detentions, reduction in data drops and we also employ internal cover supervisors to reduce the pressure of lesson cover for absence.

State of the art facilities with On-site gym & swimming pool

All staff can use the on-site gym and swimming pool out of college hours. We also offer fitness classes and sports events/competitions for staff to enjoy.

Cycle to work scheme

Through the Cycle to Work scheme, eligible staff can purchase a new bike paid for through a salary sacrifice arrangement, significant savings in income tax and NI can be made for the employee. We also provide secure cycle parking for staff.

Free on-site car parking

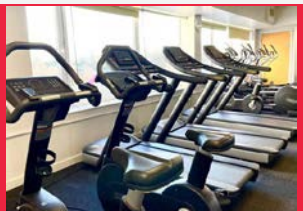
We have a large secure staff car park on the college grounds which is free for staff to use. We also have accessible parking available.

Long-service recognition

Recognition for long service anniversaries.

On-site canteen

All staff have access to an affordable onsite canteen.





Awards and external recognition

At the 2022 North West Educate Awards, held at Liverpool Cathedral, Wright Robinson College were presented with the Award for 'Outstanding Commitment to Sport in a Secondary School' .

It is fantastic to have received the award as recognition for all of the hard work that takes place at the college on a daily basis. The college has an extensive Physical Education and extra-curricular sporting programme, promoting a lifelong passion for physical activity and sport in young people whilst providing a wealth of opportunities for our community here in Greater Manchester.

Healthy Schools Gold Award

Wright Robinson College has achieved the The Healthy Schools Gold Award. This is a prestigious, high-level accreditation recognising schools that have long-term improvements in pupil health, wellbeing, and resilience over a sustained number of years.

The Goldsmiths' Community Engagement Award 2022

Wright Robinson College was named as the Silver Award winner of The Goldsmiths' Company Awards for Community Engagement 2022. Created in 2018, the prestigious awards celebrate the unsung work of students going above and beyond to support local communities through volunteer work and charitable initiatives that are overlooked in exam and test results.

SENDIA

Wright Robinson College has received the SEND Inclusion Award (SENDIA). The SENDIA is awarded to schools who deliver high-quality education for pupils with SEND. Compliant with the SEND Code of Practice, the award framework focuses on removing barriers to learning through early identification, inclusive teaching and leadership. The college has fully evaluated impact in order to improve classroom practice and pupil outcomes.

EPDA

Wright Robinson College has received the Excellence in Pupil Development Award (EPDA). This award offers a structured framework to evaluate and enrich our pastoral curriculum. The award evidences that the college is successful in developing pupil's personal attributes and attitudes, such as self-confidence, resilience and self-discipline and preparing pupils for life in modern Britain.

WAS

Wright Robinson College has received the Wellbeing Award for Schools (WAS). This award focuses on changing the long-term culture of the whole school. Using an evidence-based framework to drive change, it helps schools to deliver staff and pupil wellbeing, review staff training and revise school policies. This award is evidence that that mental health and wellbeing sit at the heart of life at Wright Robinson.

School Games Platinum 2021/22 - 2025/26

The School Games Mark is a Government-led award scheme launched in 2012, facilitated by the Youth Sport Trust to reward and recognise school's engagement (provision and uptake) in the School Games against a national benchmark and to celebrate keeping young people active, and we are delighted to have been recognised for our success. We are extremely happy to have been awarded the highest ranking for the 8th consecutive year and as a result of embracing the School Games ethos, more students are more active and engaging in physical activity, sport and leadership at a level that is bespoke to the individual.

NWCPEA (North West Counties PE Association)

Wright Robinson College has been awarded the Gill Parry Best Practise Award in PE 2021.

The PE Department developed the 'My Body My Mind' to increase awareness of the importance of physical activity on the mind and body, with a focus on physical, mental and social benefits.

Best Places to Work 2026

Wright Robinson College has been chosen as one of the UK's Best Places to Work 2026. The Sunday Times has revealed the Best Places to Work in the UK for 2026. This nationwide workplace survey honours and celebrates Britain's top employers - which number over 500 organisations across industries and sizes - and acknowledges the best workplaces for women, LGBTQIA+ community, disabled employees, ethnic minorities, younger and older workers, and wellbeing.



Wright Robinson College is the only high school in the UK to be named as a Times Best Place to Work 2026.

SSAT Framework for Exceptional Education

The SSAT Framework for Exceptional Education is a self-review and planning framework designed to support schools to take a principled approach to self-evaluation and self-improvement that goes beyond statutory inspection frameworks. It is open to SSAT Leading Edge members who must be outstanding or strong good schools.





In 2026, Wright Robinson applied for and were successful in receiving accreditation for two stands – Leadership through moral purpose and climate for learning. For both strands the college received the 'transforming' accreditation – the highest possible standard.

The SSAT accreditations are testament to the outstanding curriculum and assessment programmes and practice at the college for the benefit of our students.

Eco - School

We are very pleased to announce that Wright Robinson Colleges Eco-Committee have successfully achieved an Eco-Schools Green Flag Award with Distinction.



The Eco-Schools programme was created to empower young people to make a difference in their school, local community and beyond revolving around environmental issues such as climate change, biodiversity-loss, plastic pollution and much more.



OFSTED REPORT

OUTCOME

In Ofsted inspections in 2016 and 2021, the College was judged 'Outstanding' in every area of the Inspection Framework. Under the current framework, where an overall 'Outstanding' grade is no longer awarded, we are immensely proud that our March 2026 inspection identified areas of exceptional practice, further strengthening our reputation for excellence. We remain fully committed to continually raising academic standards and attainment through a broad, ambitious and inclusive curriculum.

WRIGHT ROBINSON COLLEGE

WHAT IS IT LIKE TO ATTEND THIS SCHOOL?

Pupils are proud to be part of this exceptional school. They are adamant that it is a safe, happy and harmonious place to learn. Pupils thoroughly enjoy coming to school to learn. They say, 'Every aspect of school life is about teamwork.'

All pupils, including pupils with special educational needs and/or disabilities (SEND),achieve exceptionally well. The ambitious curriculum motivates and engages pupils to work extremely hard. Staff have very high expectations of each of them.

Pupils concentrate fully on their learning. They relish the opportunity to master new challenges. Pupils are highly appreciative of the learning opportunities that teachers provide. Pupils are fiercely proud of their successes.

Behaviour is exemplary. Pupils are extremely courteous and respectful. Pupils of all ages get along exceedingly well. They are accepting of each other's differences. Pupils have no concerns about bullying. They said that it would be 'out of the ordinary'. Should any bullying occur, pupils are confident that teachers will 'shut it down immediately'.

Pupils spoke with great pride about the extensive range of leadership, charitable and enrichment opportunities on offer. They delight in developing new skills and in finding new ways to contribute to the wider community. Pupils develop into highly confident, articulate and responsible young adults who are ready to 'shine' in the world.

WHAT DOES THE SCHOOL DO WELL AND WHAT DOES IT NEED TO DO BETTER?

Leaders, governors and trustees have created a distinctive school with a clear purpose. They are deeply committed to ensuring that every pupil can flourish, irrespective of their personal circumstances. A culture of high aspirations and a can-do approach to learning pervade the school.

Ofsted
Recognised for Exceptional Practice

WRIGHT ROBINSON COLLEGE