



Newfield

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CANDIDATE INFORMATION BROCHURE

Assistant Headteacher 14–19 Provision

Lifelong Learning for All



FULL TIME • PERMANENT • LEADERSHIP SCALE L11–L15

Start January 2027 | Apply by Friday 9 October 2026

A welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining Newfield School. I hope this brochure helps you understand both the opportunity and the community you would be joining.

Newfield is a warm, ambitious 4–19 specialist school at the heart of Blackburn. We are proud of our pupils, our families and the expertise of our staff. We are also entering an important period of development: our provision is growing and, from September 2027, will include additional Key Stage 3 and 4 places in Blackburn town centre.

Our shared vision is Lifelong Learning for All. We want every pupil to experience purposeful learning, high expectations and the right support to communicate, participate and become increasingly independent.

This Assistant Headteacher appointment matters to our next chapter. The successful candidate will lead and strengthen 14–19 provision, connecting curriculum and teaching with preparation for adulthood, inclusion, enrichment, personal development and wellbeing.

We are looking for a thoughtful and credible leader who combines warmth with clarity, holds high expectations and helps other people to grow.

What you can expect from Newfield

A collaborative senior leadership team with shared direction and accountability; trust and scope to lead, alongside support and assurance; and coaching, professional enquiry and opportunities to develop specialist expertise.

Please explore the information that follows. If our values and ambitions resonate with you, I would be delighted to receive your application. To arrange an informal conversation, contact recruitment@newfield.blackburn.sch.uk or call 01254 588600.

Yours sincerely,
Rachel Kay
Headteacher

About our school

Newfield School is a 4–19 specialist school serving approximately 270 children and young people with a wide range of learning needs. Our vision shapes how we think about pupils, staff and the community around us.

Developing learners

Our provision begins with understanding how each pupil learns. Communication, regulation, sensory and physical needs, relationships and belonging are among the conditions that make learning possible. We adapt curriculum, teaching, environments and support so that challenge is ambitious, meaningful and rooted in individual starting points.

Developing capacity

Adults must keep learning if pupils are to do the same. Newfield is a learning organisation where staff remain curious, reflective and evidence-informed. Coaching, professional enquiry and shared expertise help us improve practice. Leadership is distributed: colleagues are trusted and empowered to act, with clear expectations, thoughtful assurance and accountability for impact.

Developing community

Learning extends beyond the school gates. Families bring essential knowledge of their children and lived experience; school contributes educational and specialist expertise. Working with families, services and community partners allows us to create coherent support, richer opportunities and meaningful pathways into adulthood.

Different destinations. Equal ambition.

Success will not look the same for every pupil. Our responsibility is to understand what could become possible next and to find a way forward together.

Our commitment to independence is captured in a long-standing Newfield principle: never do anything for a pupil that they can, could or should do for themselves. We provide the right support, create genuine opportunities and know when to step back so pupils can communicate, choose, participate and achieve more for themselves.

WHY THIS POST MATTERS

The 14–19 leadership opportunity

This is a wide-ranging Assistant Headteacher role within Newfield's senior leadership team. Your particular focus is the quality of the 14–19 offer, transitions, Post-16, careers and preparation for adulthood. You will help make the journey coherent, from transitions within a school day through pathways and key stages to destinations beyond school. The wider strategic remit also includes an overview of inclusion, personal development, wellbeing, enrichment and belonging across Newfield, working with other SLT leads and teams.

What you will help lead

- A coherent 14–19 offer, linking curriculum and specialist teaching with preparation for adulthood, personal development, wellbeing and enrichment.
- Clear expectations for transition readiness at each stage, including movement between lessons and spaces, pathways and key stages, Post-16 and destinations.
- Meaningful progression in communication, participation, independence and work-related learning, with appropriate opportunities in the community.
- An inclusive and equitable wider offer, using pupil and family voice and participation evidence to identify who is accessing opportunities and where barriers remain.
- Relationships with families, external agencies, education and community partners that support well-planned transitions and sustainable destinations.

The leadership proposition

There is genuine scope to strengthen how inclusion, enrichment and personal development connect with learning and preparation for adulthood. The work includes making future pathways visible before Key Stage 4, strengthening transitions and using evidence of pupils' participation and experiences to refine practice.

Leading at Newfield

We want a leader who can stay close to pupils' everyday experiences while contributing to the wider strategy of a growing school. You will provide strategic overview of inclusion, personal development, wellbeing, enrichment and belonging across Newfield, alongside a particular lead on 14–19 provision, transitions, Post-16, careers, preparation for adulthood and destinations. This calls for close work with SLT colleagues, class and pathway teams, families and partners, as well as a contribution to collective school leadership.

What success will look like

- Teams can explain what readiness for the next transition means for each pupil and how current learning builds towards it.
- Transition planning is visible from changes within the school day through pathway moves, key stages, Post-16 and leaving school.
- Pupils across pathways have meaningful access to enrichment, participation, choice, independence, careers learning and work-related experiences appropriate to their needs and aspirations.
- Pupil and family perspectives, participation analysis, transition sampling, careers evidence and destination information shape the next decisions.
- Families and external partners understand the pathway towards each pupil's future possibilities and can contribute to it.

What Newfield offers you

You will join a collaborative senior leadership team with shared direction and accountability. We expect leaders to exercise judgment, develop others and follow through on decisions. You will have trust and room to lead, with coaching, challenge and appropriate assurance alongside that responsibility.

Our professional learning culture is built on enquiry, feedback and specialist expertise. You will have opportunities to shape this broad portfolio, develop colleagues' leadership capacity and continue to develop your own practice.

The person we hope to meet

A thoughtful, credible SEND practitioner who brings warmth and clarity; understands how pupils with complex learning needs learn; can lead curriculum improvement and develop colleagues; and is committed to safeguarding, partnership and high expectations for every pupil.

Application and key dates

Post	Assistant Headteacher – 14–19 Provision
Terms	Full time, permanent Leadership Scale L11–L15
Start	January 2027
Closing date	Friday 9 October 2026

How to apply

Complete the Newfield application form and address the person specification in your supporting statement. The person specification asks for a clear, concise statement related to the post, limited to a maximum of two A4 sides in Arial 12. CVs are not accepted in place of the application form.

Email the completed form to recruitment@newfield.blackburn.sch.uk, or return it to the Recruitment Team, Newfield School, Old Bank Lane, Blackburn BB1 2PW.

Talk to us

An informal conversation with Rachel Kay, Headteacher, is encouraged. An advertised school visit is scheduled for 1 October 2026; please call 01254 588600 to arrange a place or to discuss availability. You can also email the recruitment team.

Application documents

[Job description](#) • [Person specification](#)

[School vacancy page and application form](#)

References

Give details of two professional referees, normally including your current or most recent employer and a senior person able to comment on your work. If you are not currently working with children, include a referee from your most recent relevant work with children. Provide work contact details, including an organisational email address. We contact referees directly and seek references before interview where possible; we do not accept open or applicant-supplied references.

Safer recruitment

Newfield is committed to safeguarding and promoting the welfare of children and vulnerable adults. The Assistant Headteacher has safeguarding responsibilities as a school leader and must uphold safeguarding procedures, model safe practice, act on concerns and help ensure that pupils' welfare remains central to decisions.

This post involves regulated activity with children and is exempt from the Rehabilitation of Offenders Act 1974. The applicable filtering rules govern which convictions and cautions must be disclosed. It is an offence for a person barred from regulated activity with children to apply for this post.

During recruitment

Shortlisted candidates will be asked to complete a self-declaration. Newfield will carry out an online search of publicly available information as part of due diligence on shortlisted candidates. Relevant matters will be considered fairly and discussed with candidates where appropriate.

Before appointment

Any offer is conditional on satisfactory pre-employment checks. These will include, as applicable to the role and individual: identity and right to work; an enhanced DBS check with children's barred-list information; references and employment history; qualifications and professional status; teacher prohibition and other relevant statutory checks; checks relating to time spent overseas; and fitness to carry out the role. We will explain the required documents and routes to successful candidates. Do not send original identity documents with your application.

Policies and guidance

[Newfield safeguarding and child protection information](#)

The school's child protection policy and Blackburn with Darwen's policy statement on the recruitment of ex-offenders are available from the recruitment team. Please request copies if they are not supplied with the application documents.

[DBS identity-checking guidance](#) • [Right-to-work guidance](#)

For questions about the recruitment process, contact recruitment@newfield.blackburn.sch.uk or 01254 588600.