



Deputy Headteacher



Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher at Brindle Gregson Lane Primary School.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information about the role and our School. I hope you find it helpful and on behalf of the whole school community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools at this point in our growth, we have four secondary schools and three primary schools formally within the Trust.

Our mission and values provide a clear framework for us to work to. We are absolutely committed to serving our communities to ensure that every child achieves their potential by providing the highest quality educational experience in a truly inclusive way.

As a Trust, we don't believe in a one-size-fits-all approach for our schools or our students. We respect and celebrate individuality, working with a clear determination to support our children, colleagues and communities both collectively, and individually, to flourish and thrive through a rich and transformational provision.

We believe in the value of collaboration, and everybody working with the Trust shares a collective responsibility for the success of all of our children. We also recognise that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. That's why we are equally committed to ensuring every colleague benefits from the best possible employment experience where high-quality CPD and a sincere approach to supporting wellbeing enable our colleagues to achieve their own aspirations for their career.

We hope the enclosed information will give you good insight into our School & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in dark ink, appearing to read 'DCL', with a stylized flourish at the end.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice, and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of everyone across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.



**BURSCOUGH
PRIORY ACADEMY**



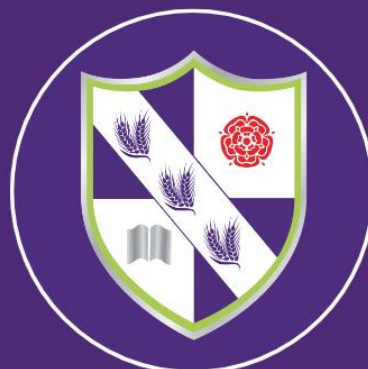
**BRINDLE GREGSON
LANE PRIMARY**



**CHURCHTOWN
PRIMARY SCHOOL**



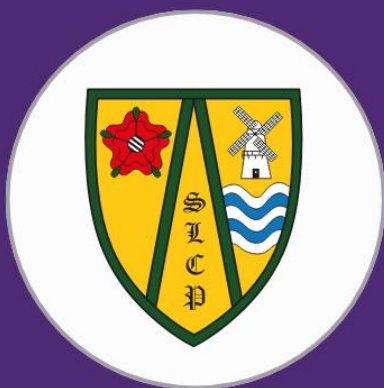
**NORTHBROOK
PRIMARY ACADEMY**



**TARLETON
ACADEMY**



**LINAKER PRIMARY
SCHOOL**



**STRIKE LANE
PRIMARY SCHOOL**



**WELLFIELD
ACADEMY**



**ORMSKIRK
SCHOOL**

Why join Endeavour?



Fantastic pension schemes:
Teachers Pension Scheme and
Local Government Pension
Scheme



Access to 24/7 SAS
Health & Wellbeing service.
Counselling, Physiotherapy,
Private Medical and more



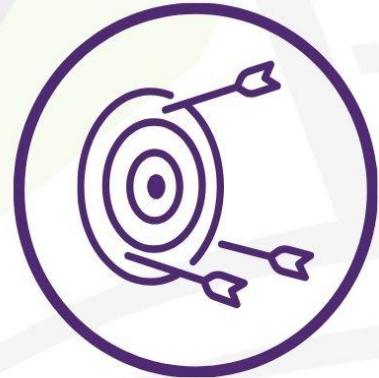
Free membership with
Vivup Employee Benefits,
Lifestyle Savings & Cycle to
Work Scheme



Automatic pay progression for
both Teaching and Support staff
in line with their grading
structure



Excellent CPD Offer for all
colleagues to truly support each
stage of your professional
development



Our Trust values guide
everything we do, creating
purpose and a supportive
workplace.



Term time only contracts
OR 26 days annual leave
PLUS bank holidays. 32 days
following 5 years' service



We honour continuous service
with other local authorities or
multi academy trust



Access to our Learning
Management System and
flexibility around CPD to allow
you to learn at your own pace

Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher at Brindle Gregson Lane Primary School. We are pleased to enclose information about the school and trust that you will find it informative and helpful.

Brindle Gregson Lane Primary School is part of Endeavour Learning Trust and has continued to flourish as a valued member of a successful and supportive family of schools. Our pupils are hardworking, enthusiastic and motivated to work in partnership with teaching and support staff to achieve high standards and make the most of every learning opportunity.

The school benefits from a positive and collaborative culture in which all members of the community are valued. We maintain high expectations for both pupils and staff, balanced by a considered and pragmatic approach to challenge and support. This ethos applies consistently across all roles within the school and underpins our commitment to collective success.

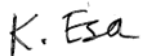
Staff at Brindle Gregson Lane Primary School are dedicated to enhancing the educational experience of our pupils and share a strong commitment to supporting their academic, personal and social development. They are ambitious for the school and driven to secure continual improvement. Central to our work is the development of kind, confident and well-rounded learners who are equipped with the skills and self-belief to fulfil their potential.

The Trustees and Local Academy Council take great pride in the school's progress and achievements. They remain firmly committed to promoting a culture of high aspiration and celebration within a welcoming and inclusive environment, supported by a strong pastoral care framework that values every member of the school community.

Teaching and learning sit at the core of this role. The successful candidate will demonstrate experience and a proven record of raising standards and improving pupil outcomes, underpinned by a collaborative approach to leadership and school improvement.

The appointment of a Deputy Headteacher represents a significant and strategic step in the school's continued development. Candidates whose values and ambitions align with those of the school, and who believe they can contribute effectively to the delivery of our vision, are warmly encouraged to apply. Should you wish to discuss any aspect of the role further, please do not hesitate to make contact.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'K. Esa'.

Kulsum Esa
Headteacher

Deputy Headteacher
Full time, Permanent
Leadership Pay Range L5-L9
£57,137 - £63,070 per annum

Are you an inspirational and highly effective practitioner who can provide strong, committed leadership to enrich the lives of all our children? We are seeking to appoint a Deputy Headteacher who demonstrates a deep commitment to inclusive education and a firm belief that every child has the potential to achieve, develop a love of learning and thrive.

Brindle Gregson Lane Primary School is seeking to appoint a Deputy Headteacher with effect from **1 September 2026**. This role will play a pivotal part in the operational leadership of the school, with a particular focus on curriculum leadership and the quality of teaching and learning.

At Brindle Gregson Lane Primary School, we strive to make every day count. We aim to provide memorable and meaningful learning experiences through high-quality teaching, strong relationships, quality pastoral support and meaningful enrichment opportunities. We recognise our important role within the local community and seek to appoint a leader who is committed to working in close partnership with parents, the Local Academy Council and the wider community.

The successful candidate will demonstrate passion and enthusiasm for children's learning, together with a strong commitment to delivering the highest standards of education within a happy, calm and safe environment. They will inspire and motivate both pupils and staff, modelling excellent classroom practice and demonstrating a clear commitment to high-quality curriculum design and delivery.

The Deputy Headteacher will take a key role in the leadership and management of the school. We are seeking a candidate who:

- Is approachable and professional, with highly effective communication and interpersonal skills;
- Promotes and secures consistently high standards of teaching and learning, with a strong understanding of curriculum design, implementation and impact;
- Demonstrates a clear commitment to their leadership responsibilities while motivating, supporting and developing others;
- Has exceptionally high expectations of all pupils and staff, inspiring, challenging and encouraging others to achieve their best;
- Contributes meaningfully to the school's professional development programme, including coaching, mentoring, and modelling effective practice;
- Actively promotes the school's ethos, ensuring that high achievement and positive relationships are expected of all members of the school community;
- Demonstrates a genuine commitment to continuous improvement and professional growth.
- To deputise for the Headteacher, providing strong leadership in whole-school operational management while contributing strategically to the school's vision, direction, and continued improvement.

HOW TO APPLY

To apply, please complete our online application form and include a personal statement to support your application and outline the relevant skills and experience you can bring to Brindle Gregson Lane Primary School.

If you wish to visit our School, we are welcoming applicants on Thursday 5th & Monday 9th February 2026. Please contact the school office to arrange a suitable time via office@bgl.org.uk.

Applications should be submitted by 12 noon Friday 6th March 2026.

Shortlisting will be held on Wednesday 11th March 2026. Interview dates will be held on 24th & 25th March 2026.

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION

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Deputy Headteacher

Brindle Gregson Lane
Primary School

General Responsibilities:

- To contribute to, and lead on, the strategic development of the school in line with the School and Trust's aims and ambitions
- Develop and maintain a positive, warm ethos, where staff and children thrive within a mutually supportive environment
- To provide operational leadership to the school when the Headteacher is not on site
- Secure continuing success and sustained improvement for children and staff with a relentless focus on learning that supports the very highest achievement irrespective of starting point or background
- Lead by example and model the very highest professional standards at all times.
- Champion staff wellbeing by ensuring a workload that supports a healthy work/home balance and access to high quality continuous professional learning.
- Facilitate a productive, calm and focused learning environment, and manage the organisation and administration of the school.
- Work constructively and positively with the Headteacher, Senior Leadership Team, CEO, Executive Team, Wider school leaders and Local Academy Councillors across the Trust
- All Staff on Leadership pay scales have their roles underpinned by and adhere to the professional duties of the Headteacher as contained in the School Teachers' Pay and Conditions Document and the National Standards of Excellence for Headteachers (2015).

Building a vision, creating the school culture and leading change:

- Communicate compellingly the School and Trust's vision and set high expectations of academic progress, ensuring that learning and progress is at the heart of all strategic planning, empowering all children and staff to excel
- Working alongside the Headteacher, Trust leaders and the Local Academy Council to develop and translate the vision, ethos and values of the Trust into clear plans which all stakeholders understand and see their place in.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards children, staff, parents, Local Academy Councillors and members of the local community.
- Lead by example – with respect, integrity, creativity, resilience, excellence in standards and clarity to foster and support a culture of collaboration and shared responsibility to improve and sustain outcomes for pupils.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- Lead through high expectation, aspiration and innovation, being prepared and able to inspire others, challenge and address under performance.
- Demonstrate and model commitment to the school, our partners, children, parents and our community.

Leading Teaching, Curriculum and Assessment

- Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' wellbeing.
- Implement and evaluate strategies which secure the highest standards of teaching and learning, maintaining a professional learning community focussed on sustained improvement in pupil outcomes.
- Support the execution of an appropriate curriculum which is continually assessed against its impact on learning and progress.
- Actively engage with classroom practice and standards of teaching to celebrate excellence and challenge under performance.
- Provide a safe, calm and well-ordered environment for all children and staff, focused on safeguarding pupils and developing their exemplary behaviour in school.
- Support and sustain effective systems for the management of pupil's behaviour, including pastoral care and an effective anti-bullying policy.
- Contribute to and implement and monitor the School Improvement Plan in consultation with the Headteacher, Local Academy Councillors and staff.
- Ensure that all children and staff fulfil their potential by encouraging high expectations and appropriate interventions within the school.

Leading and Managing Staff

- Promote ambitious standards for all children, overcoming disadvantage and advancing equality, instilling a strong sense of collective responsibility in staff for the impact of their work on pupil outcomes.
- Contribute to an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Lead a culture of achievement and consistently good practice, identifying, intervening and where needed, challenging under performance at all levels.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Contribute to a leadership team to build capacity and develop a sustainable and effective management team for the school.
- Model and expect outstanding professional conduct and practice.
- Maintain a consistently visible approach within the school, modelling quality for others.
- Support distributed leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Ensure school appraisal systems and processes are in place and effectively support, challenge and develop self and others.
- Line manage colleagues and regularly review practice and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Support a professional development programme for all staff which meets the needs of the school and of individuals.

Strengthening Community

- Contribute to an outward-facing school which works with other schools and organisations, in a climate of genuine collaboration, to share best practice and help reduce workload.
- Develop effective relationships with fellow professionals and colleagues in other public services.
- Create and sustain partnerships with parents/carers to support and improve pupil achievement and well-being.
- Address parental concerns in a timely, measured fashion.
- Build the reputation of the school and ensure that the school is represented positively in the community.

Safeguarding

- Ensure that our School is safe for all children and staff
- Actively promote the health and wellbeing of all children and expect all staff and volunteers to share and demonstrate this commitment.
- Ensure that school complies with any Local Safeguarding arrangements
- Ensure that safeguarding policies and procedures are compliant with Keeping Children Safe in Education and are fully understood and implemented by all staff.
- Actively promote the safeguarding and well-being of children and staff whilst on the school site and when involved in school activities

Other

- Job holders may be expected to undertake any other duties and tasks as reasonably defined by the Headteacher of a similar level not specified in this job description.
- This job description may be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder.
- It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION

Personal Attributes required (on the basis of the job description)	Essential (E) Or Desirable (D)	Identified by: Application Form (AF), Interview (I), Test (T) or other
Qualifications and Training		
The successful candidate will have:		
First degree or equivalent	E	AF
Masters level qualification	D	AF
NPQSL (in process or completed) or other relevant leadership qualifications	D	AF
Qualified Teacher Status	E	AF
Experience		
The successful candidate will have:		
Current Leadership Position	E	AF/I
Evidence of impact in a Senior Leadership role	E	AF/I
Aspirations for Headship	D	AF/I
Thorough knowledge of teaching and learning across all 3 key stages in the primary phase	E	AF/I
Background of successful leadership of school improvement strategies as a Senior Leader	E	AF/I
Secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement	E	AF/I
Experience of setting and monitoring challenging targets	E	AF/I
Experience of working positively with parents and carers	E	AF/I
Experience and understanding of management of human and financial resources at a senior level	D	AF/I
Experience of working effectively with Governors/Trustees	E	AF/I
Understanding of effective pastoral and behaviour policies and practices	E	AF/I
Understanding of effective teaching and learning strategies	E	AF/I
Understanding of primary/secondary education – outside of your own sector	D	AF/I
Experience of successfully supporting improvement working with other schools / academies	D	AF/I
Skills and Attributes		
The successful candidate will be able to:		
Ability to plan and allocate resources effectively	E	I
Ability to lead effective educational change	E	I
Ability to listen to, take and follow guidance	E	I
Ability to lead and inspire	E	I
Ability to take difficult decisions	E	I
Ability to motivate, develop, support and challenge staff	E	I
Able to effectively hold others to account for their performance and outcomes	E	I
Ability to enhance an environment of value, trust and respect	E	I

Ability to successfully establish links with the local community and external partners	E	I
Ability to work collaboratively	E	I
Ability to work closely as a team-member	E	I
Ability to listen	E	I
Personal Qualities and Attributes		
The successful candidate will have:		
Effective leader, committed to partnership and collaborative working	E	I
Leadership style which reflects the importance of delegating responsibilities and empowering others	E	I
Commitment to the academic, personal and social development of children and families	E	I
Approachable and supportive	E	I
Excellent interpersonal, communications and organisational skills	E	I
Commitment to involving others and maintaining strong and positive relationships with the whole school community	E	I
Someone who is resilient and determined but can also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner	E	I
Actively seeks new approaches, ideas and challenges. Be willing to be innovative	E	I
Willing to concede alternative approaches and get behind the team	E	I
Able to take direction when appropriate	E	I
Commitment to promoting best practice in safeguarding and the welfare of young people	E	I
Strategic thinker	E	I
An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	E	I
An enthusiastic and motivational leader with strong morale building skills	E	I
Clearance through the Disclosure and Barring Service	E	I
Compliance and adherence to the document 'Guidance for safer working practice for those working with children and young people in education settings' & Guidance for Conduct	E	I
Ability and willingness to travel to alternative sites	E	I