



## Deputy Head Teacher

## Recruitment Pack



Full time

Start: Summer Term 2026

Location: Marian Vian Primary School



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# Welcome

## A message from our CEO, Andrea Harris



Dear Applicant,

At Mosaic Schools Learning Trust, we pride ourselves on being an innovative, forward-thinking organisation built on trust and collaboration. Our mission is simple yet profound: to keep children at the heart of everything we do. Every decision we make is guided by a strong moral purpose—ensuring the very best opportunities for every child in our care.

We recognise that each of our school communities is unique. That individuality is something we celebrate, while providing a standardised framework that supports consistency and excellence across the Trust. We are always horizon scanning, seeking out new ideas and approaches that will help us deliver the highest quality education and outcomes for all.

We believe the role of a Deputy Head Teacher (DHT), to be pivotal in shaping the vision and direction of the school alongside the Head Teacher. As a strategic member of the leadership team, the DHT will ensure that every child has the opportunity to reach their full potential through high standards of teaching and learning. Acting as a lead figure for staff, the DHT will inspire and motivate by leading through example, fostering a culture of collaboration, excellence, and continuous improvement across the school community.

We are a passionate and committed team, united by a shared vision and a determination to do what's right for children. If you believe you can bring your skills and energy to this mission, we would love to hear from you.

Together, we can shape a future where every child thrives.



**Andrea Harris**

Chief Executive Officer - Mosaic Schools Learning Trust

## About MSLT

Mosaic Schools Learning Trust (MSLT) was formed on the 1<sup>st</sup> September 2024 following the merger between Connect Schools Academy Trust and Compass Academy Trust. We are a Multi Academy Trust comprised of 10 schools based in Bromley and in Kent: Cage Green Primary, Crofton Infant, Crofton Junior, Marian Vian Primary, Oak Lodge Primary, Raglan Primary, River Mill Primary, Unicorn Primary, Valley Primary and Wickham Common Primary Schools.

The Trust aims to deliver the very best educational experience for its pupils with each school bringing its own strengths and expertise to benefit the whole learning community.

To find out more: <https://www.mosaicschoolslearningtrust.org/>

## Our Vision & Values

### Achieving Excellence for Every Child, Every Day

Mosaic Schools Learning Trust is a community where schools work collaboratively to be the best that they can for the benefit of all the children in our care and staff that make up our Trust family. Our goal is simple: we want all children to flourish and to receive the best education that we can provide. In short, we want to achieve excellence for every child, every day.

We believe in true collaboration, working in partnership, investing in people and building capacity for long term, sustainable success. We are accountable to each other for each other and we all take responsibility for every child.

Our aim is to maintain and grow good and outstanding academies within a supportive environment.

As a Trust, we have a clear mission and core values that underpin us in achieving excellence for every child, every day. Our mission is to provide everyone with a learning experience that: is rooted in a culture of excellence; is relevant to a complex and ever-changing world; engages with and celebrates the diversity of our communities; and empowers everyone to contribute positively to society.

The Core Values that drive our attitudes, behaviours and organisational health are:

### Respectful, Resilient and Resourceful



# About Marian Vian Primary School

Based in Beckenham in the leafy London Borough of Bromley, Marian Vian Primary is a vibrant school, blessed with huge grounds and excellent facilities. "Pupils are delighted to be a part of this school. They talk with excitement about how they use the school's huge grounds both for learning and play" (Ofsted 2023). The school is currently 3 form entry with 632 pupils on roll and is the 2nd largest school within the Trust. Although our school is larger than average for a primary school, it manages to retain a strong and close-knit community feeling.

At Marian Vian, we value every effort our children make and encourage them to be curious learners. It is important to us to offer every child an exciting learning experience in an environment that fosters the Trust held values of respect, resilience and resourcefulness. We constantly strive for the highest possible standards and as reported by Ofsted "standards in English and mathematics are significantly higher than those found nationally".

Moreover, we provide our pupils with a variety of stimulating experiences which make learning fun and memorable. In particular, at Marian Vian, we have both the opportunity and the skills to promote outdoor learning and a wide range of sporting opportunities. The use of technology to enable our learning is also a strength of our work. In all that we do, we value and encourage our close partnership with parents in supporting their children's education.

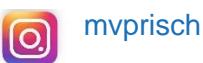
As part of Mosaic Schools Learning Trust, Marian Vian Primary School benefits from working closely within a family of ten primary schools and has the opportunity to collaborate and share good practice whilst still retaining our individual identity and ethos.

The school is currently being led by an experienced Head Teacher who is supported by a long-established Senior Leadership Team which includes a Deputy Head Teacher, Assistant Head and SENCO. We are recruiting for a Deputy Head Teacher, as the current post-holder is retiring.

## To find out more about us:

<https://www.marianvianprimaryschool.org/>

Ofsted Report June 2023



# Our Mission Statement

## Inspiring achievement: inspiring us to achieve our best

In partnership with parents and the local community, Marian Vian Primary School aims to provide children with a high standard of education which will make them confident, responsible and able to fulfil positive roles in society. The school endeavours to offer a well-ordered, secure, caring and stimulating environment in which all children will obtain the maximum benefit from high-quality learning experiences appropriate to their individual needs and abilities.

The school offers equal opportunities to children regardless of their gender or their race or their racial, cultural, social or religious background. Children are encouraged to appreciate and respect alternative traditions and values.

Although Marian Vian is a large school, we endeavour to foster a friendly, 'small school atmosphere' where the individual is just as important as the whole

## Our Values

Inspiring us to achieve our best through:



# Meet the Marian Vian Senior Team



**Mr Ian Redgrave**  
Head Teacher



**Mrs Karen Swain**  
Deputy Head Teacher



**Mrs Sue Livett**  
Assistant Head Teacher  
Years 5 & 6 Phase Leader



**Mrs Maira Chamberlin**  
Special Educational Needs and Disabilities Co-ordinator  
(SEND)



**Mrs Amanda Boyd-Davies**  
Early Years Foundation Stage Phase Leader



**Mrs Sally Shelley**  
Years 1 & 2 Phase Leader



**Miss Romina Gonnella**  
Years 3 & 4 Phase Leader



**Mrs Nikki Bennett**  
School Business Administrator (Mon-Wed)



**Mrs Catherine Harris**  
School Business Administrator (Thur-Fri)

# What we are looking for

Mosaic Schools Learning Trust leaders are resilient, adaptable and focussed on providing high quality education to children. We are looking for a leader who has these attributes and who will use them to build on our current success and achieve our ambitions for a modern, innovative, community focused school.

## We are looking to recruit a Deputy Head Teacher who:

- Supports our clear vision that is embraced by all
- Has the passion to focus relentlessly on what is best for our pupils
- Will share our vision for pursuing environmental development and learning outside the classroom
- Is experienced in leading a dynamic team who understand the true meaning of high-quality provision
- Is a knowledgeable, highly driven and forward-thinking leader who is able to promote new and innovative ideas
- Is committed to achieving the best for each and every pupil, irrespective of their starting points
- Is able to provide strong and supportive leadership within an ambitious organisation
- Is committed to leading the continuous development and improvement of our school
- Will work collaboratively with the wider Trust
- Will support the PTA in creating events and raising funds for the school

**If you can answer yes to all of these points, and you are an outstanding teacher with a resilient character and strong personal drive, then you might be the person we are looking for!**

# Job Description

## Employment details:

**Job title:** Deputy Head Teacher

**Reports to:** Head Teacher

**Salary range:** L9-L14

## Main Duties and Responsibilities:

### Key Purposes

To work with and support the Headteacher and make a significant contribution to the school's development planning, ensuring that appropriate policies are implemented in accordance with the school's aims and objectives.

To deputise for the Headteacher in all aspects in their absence, as directed by the governing board.

To fulfil the professional responsibilities of a headteacher when required, in line with the School Teachers' Pay and Conditions Document (STPCD).

### Strategic direction and development of the school

Work with the Headteacher and school community to promote a shared strategic vision which inspires all members of the school community and drives improvement.

Keep abreast of the latest initiatives and motivate leaders to be proactive and become experts in their field/subject.

Contribute towards a strategic school improvement plan which identifies priorities and targets for ensuring that pupils achieve high standards and that teaching is highly effective.

Monitor and review all aspects of attainment, priorities, targets and policy and take necessary action.

Support all staff in achieving the priorities and targets which the school sets for itself, and provide them with the motivation to support its aims.

### Leading Teaching and Learning alongside the Headteacher

Ensure teaching and learning are of the highest standard and at the centre of strategic planning and resource management.

Act as deputy safeguarding lead, supporting the Headteacher and SENDCo with safeguarding and working with outside agencies (as per KCSIE).

Ensure a consistent and continuous school-wide focus on pupils' achievements.

Monitor the quality of teaching and pupils' achievements, including the analysis of performance data.

Maintain a learning culture which enables pupils to become confident, considerate, determined, enthusiastic and independent learners.

Ensure the curriculum is fit for purpose in accordance with changing demands, and determine and organise the curriculum to monitor and evaluate its effectiveness.

Ensure that each subject, core and foundation, is taught to the highest standard and that staff have had the training necessary to achieve this.

Ensure the behaviour policy is adhered to and continues to be robust and consistent.

Carry out the professional duties of a teacher as required.

### Professional Development and Working with Others

Ensure effective performance management and continuous professional development of all staff.

Actively promote and support strategic decisions made by the school and the trust and adhere to appropriate conduct at all times.

Manage own workload and the workload of others to support an appropriate work/life balance.

Act as an ECT induction tutor and promote a culture of coaching for development and improvement and enable staff to develop expertise in their respective roles.

Lead by example to motivate and collaborate with others.

### Managing the organisation

Support the Headteacher with developing and maintaining organisational structures and systems which distribute leadership and enable the school to run efficiently and effectively on a day-to-day basis.

Monitor, evaluate and review the effects of policies, priorities and targets of the school in practice.

Maintain a safe, secure and healthy school environment and appropriate safeguarding for staff and pupils.

Support the Headteacher with recruitment, retention and effective deployment of staff, managing financial and human resources efficiently to achieve the school's vision and ensure value for money.

### Securing Accountability

Ensure individual accountabilities are clearly defined, understood and agreed and are subject to review and evaluation.

Provide information, advice and support to governors to enable them to meet their responsibilities.

Provide information about and account for the school's work and performance to a range of audiences, including parents and governors.

## Strengthening Community Through Collaboration

Build and maintain links with the wider community to sustain and enrich all aspects of school life.

Collaborate with other agencies to support the learning and well-being of pupils and their families.

Create and maintain partnerships with parents/carers.

Attend events run by the PTA and encourage other members of staff to support events run outside of school time.

## Statutory and Professional Frameworks

Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct (Headteachers' Standards; Teachers' Standards).

Ensure the school effectively operates within required regulatory frameworks and meets all statutory duties, including compliance with Keeping Children Safe in Education (KCSIE).

Ensure that the professional duties are fulfilled in line with the School Teachers' Pay and Conditions Document (STPCD).

## General

Uphold the school's policy in respect of safeguarding and child protection matters.

The post holder may be required to perform any other reasonable tasks after consultation.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification after consultation with the postholder to meet changing regulations or circumstances.

**Person specification:**

Essential (E) and Desirable (D) Qualifications, Experience & Skills		
<b>Qualifications and training</b>	E	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified Teacher Status (QTS)</li> </ul>
<b>Experience Leadership/ Teaching and Learning</b>	E	<ul style="list-style-type: none"> <li>• Teaching experience in the primary age range</li> <li>• An outstanding practitioner, with a clear understanding of what being an outstanding practitioner entails</li> <li>• A proven track record of high expectations</li> <li>• Experience of analysing pupil performance information to identify trends to inform and improve teaching and learning</li> <li>• Successful experience of developing, implementing and evaluating strategies for raising standards and improving outcomes for all children</li> <li>• Successful experience of developing a consistently high quality of teaching and learning through rigorous assessment, monitoring, evaluation and feedback</li> <li>• Experience of developing a curriculum that responds to changing demands and provides appropriate challenge and inclusion for all children</li> </ul>
	E	<ul style="list-style-type: none"> <li>• Experience of building mutually beneficial relationships with other schools, agencies and groups to enhance opportunities and outcomes for children and staff</li> <li>• Ability to innovate, find creative solutions and communicate and implement clear and strategic educational vision and direction, in consultation with stakeholders, leading by example</li> <li>• Ability to create and develop a stimulating environment which promotes good behaviour and independent learning, and celebrates success</li> <li>• Knowledge of current major curriculum issues and recent educational developments and legislative changes, together with their significance to the leadership of a primary school</li> <li>• Ability to formulate objectives, policies and plans and monitor, evaluate and review their impact</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve (Teachers' Standards)</li> </ul>

<b>Experience</b> <b>Leadership/</b> <b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> </ul>
<b>Leadership and Management</b>	<p><b>D</b></p> <ul style="list-style-type: none"> <li>• Experience of working as an Assistant Head or Deputy Head Teacher</li> <li>• Teaching experience across EYFS, KS1 and KS2</li> <li>• Ability to accurately evaluate the performance of the school and plan effectively for school improvement</li> <li>• Experience of successful financial planning and budget and resource management</li> </ul>
<b>Leadership and Management</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• Recent experience of working successfully as a Deputy or Assistant Head</li> <li>• Commitment to working in collaboration with other Trust school teams</li> <li>• Proven success in teamwork, distributed leadership, staff development, coaching, recruitment and retention</li> <li>• Ability to use performance management and line management to secure accountability and improve performance</li> <li>• Ability and willingness to challenge underperformance thereby improving outcomes for pupils</li> <li>• Ability to set and achieve challenging targets</li> <li>• Success in implementing change to staffing structures</li> <li>• Success in improving attendance and punctuality</li> <li>• Effective communication and interpersonal skills; ability to communicate a vision and inspire others</li> <li>• Understanding of school finances and financial management</li> <li>• Ability to build effective working relationships</li> <li>• Ensure rigorous approaches to identifying, managing and mitigating risk</li> </ul>
<b>D</b>	<ul style="list-style-type: none"> <li>• Understanding of working within a supportive Multi-Academy Trust structure</li> </ul>

<b>Other skills, abilities and qualities</b>	<b>E</b>	<ul style="list-style-type: none"> <li>• Commitment to children's wellbeing and learning being at the centre of all key decision-making</li> <li>• Effective personal management style, balancing clear leadership with good humour and warmth and a positive, problem-solving outlook</li> <li>• Excellent interpersonal, communication and presentation skills, both oral and written</li> <li>• Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of children</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Problem-solving abilities</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position</li> </ul>
	<b>D</b>	<ul style="list-style-type: none"> <li>• Experience of being a Designated or Deputy Safeguarding Lead</li> </ul>

# What we can offer you

We understand that successful professionals value a range of benefits such as professional recognition, commensurate financial reward, job satisfaction, opportunities to innovate and a healthy work-life balance. As your future employer, we place importance on these aspects too and offer the following:

- Genuine investment in your professional development and future career
- The opportunity to contribute to the development of an exciting, forward-thinking organisation and to the development of Trust wide initiatives
- Peer to peer networking, collaboration and challenge in a truly supportive working environment.
- A supportive and engaged board of Governors and Trustees as well as a professional and helpful Central Team.
- Parents who enjoy getting involved in school life and an engaged and proactive PTA who raise substantial additional funds for the school.
- Comprehensive staff reward and well-being package:
  - Teachers' Pension Scheme
  - Access to continuous professional development opportunities
  - Health Assured Employee Assistant Programme
  - Staff Well Being Day
  - Cycle to Work scheme
  - Discounted Gym Membership
  - Flu vaccination
  - Discounted retail savings via Vivup's Employee Benefits Platform



# The Recruitment Process

Applicants are invited to apply via [mynewterm.com](http://mynewterm.com)

**Application Closing Date:** 15<sup>th</sup> January 2026

**Interview Date:** Friday 30<sup>th</sup> January 2026

A tour is positively encouraged to find out more about the school and is available by appointment. Please email the Trust HR Team [recruitment@mslt.org.uk](mailto:recruitment@mslt.org.uk)

## What we would like to know

Please read the attached job description and person specification and then complete the online application form and supporting statement covering the questions below, returning by the closing date.

### What skills, knowledge and experience will you bring to this role?

How well do you match what we are looking for in terms of your skills, knowledge and experience?

There may be skills, knowledge and experience that you have which do not fit neatly into our job description. Are there ways in which you think you can bring additional skills, contacts or knowledge that the School and Trust may find useful?

### Are you the right person for our organisation and team?

Please look at the list of personal attributes included in the person specification which we think would be valuable for the post-holder. Tell us why you think you would be a good match for our organisation.

### Do your values align with ours? Could your personal qualities make you an excellent fit for our school and Trust?

What achievements are you most proud of that demonstrate how your values and personal qualities have created measurable impact and how can you bring that impact to our School & Trust?