



# Nobel



## THE NOBEL SCHOOL

Deputy Headteacher Recruitment Pack

September 2026

L19 – L23



# CONTENTS

Letter from the Headteacher	3
The Opportunity	4
School Statistics	5
About our School	6 - 7
Our Values and Ethos	8
Our Vision of Teaching and Learning	9
What we can offer	10
Person specification	11 -12
Job Description	13 -14
Important information	15
Application process	16





# WELCOME FROM THE HEADTEACHER

Dear Applicant,

Thank you for your interest in joining The Nobel School as our Deputy Headteacher responsible for Teaching and Learning and Curriculum.

I am privileged to be able to lead a team of experienced and talented staff who, combined with our broad, balanced and challenging curriculum, enable all our students to excel. My ambition for the school is that 'we' have a collective pursuit of excellence. I am passionate that Nobelians leave as confident, kind, and resilient citizens, as they are the next generation that will shape the future of our community.

This is an exciting moment in the development of our school and is a new post to compliment the current Senior Team. We are seeking a Deputy Headteacher who is intellectually curious, deeply committed to research informed practice and passionate about developing others. This role offers a rare opportunity to shape the professional culture of the school. We want a leader who will challenge us to be better, who will support colleagues to refine their craft, and who will ensure that high expectations translate into exceptional classroom practice.

We are a proud and ambitious community, united by a belief that every young person deserves access to an exceptional education. Our students are talented, diverse and full of potential, and our responsibility as educators is to ensure that the quality of teaching and the curriculum breadth enables them to flourish academically and personally.

At Nobel, we believe that great schools are built on great teaching. The quality of what happens in the classroom every day is the single most powerful driver of student success. For this reason, the leadership of teaching and learning and curriculum sits at the heart of our strategic vision.

We are a school that sets high standards to enable our students to grow academically, culturally, and socially. As Nobelians we have a common set of values, which is to be ready, respectful and safe. We believe that having high standards enables all our students to develop good character and achieve success.

If you are an ambitious school leader who is aligned with the pursuit of excellence and motivated by the opportunity to make a meaningful difference to young people's lives, we would be delighted to hear from you.

Rav Phagura

# The Opportunity

This is a pivotal leadership role within the school.

The Deputy Headteacher will lead the strategic development of teaching and learning and curriculum across the school, ensuring that all students experience consistently high-quality teaching.

Working closely with the Headteacher and senior leadership team, the successful candidate will:

- Lead the development of teaching practice across the school
- Shape the professional development programme for staff
- Support middle leaders to improve curriculum implementation
- Drive improvements in student outcomes
- Foster a culture of continuous professional learning

We are looking for a leader who combines strategic thinking with practical expertise in classroom practice.

## Key Responsibilities

### Strategic Leadership of Teaching and Learning

- Lead the school's teaching and learning strategy
- Ensure high standards of pedagogy across all departments
- Monitor and evaluate teaching quality

### Professional Development

- Design and lead an ambitious CPD programme
- Embed coaching and instructional leadership
- Develop the expertise of middle leaders

### Curriculum Implementation

- Support subject leaders in curriculum planning and delivery
- Ensure curriculum coherence across the school
- Promote evidence-informed teaching strategies

### Raising Standards

- Drive improvements in student progress and attainment
- Use data intelligently to inform improvement
- Ensure that disadvantaged students thrive

# SCHOOL STATISTICS



1471  
students on  
roll



11 – 18  
age range



Foundation mixed  
secondary school



Based in  
Stevenage,  
Hertfordshire



Rated Good,  
June 2023



The Quality in Careers Standard >>>>



ACE School of  
**CHARACTER**

**15.5%** of  
students speak  
English as an  
additional  
language

**21.5%** of  
students are on  
the SEN register

**17.3%** of  
students receive  
free school  
meals

**21%** of  
students are  
entitled to  
student  
Premium



# ABOUT OUR SCHOOL

The Nobel School is a well-established, vibrant, and inclusive co-educational secondary school and sixth form. It is set in an attractive open setting within a residential area, backing onto mature woodland in the desirable location of Chells. Stevenage benefits from direct train links to London and Cambridge, and its proximity to the A1 and A602 makes it easily accessible from Hertfordshire, Bedfordshire, London, and Cambridgeshire.

With nearly 1,500 students on roll, including close to 300 in our thriving sixth form, the school is one of the largest in the area. Most students join us in Year 7 from local primary schools in the town and surrounding villages.

Our modern building, completed in 2013 as part of the Building Schools for the Future programme, is a key asset. This contemporary environment fosters a positive atmosphere, providing staff and students with a welcoming, functional space to thrive.

The Nobel School is built on a foundation of inclusivity, ambition, and community. Our curriculum is broad and balanced, designed to meet the needs of all students while encouraging them to achieve their full potential. In addition to strong academic offerings, we emphasise personal development, character, and essential life skills. Students are supported in pursuing a wide range of opportunities, from STEM and the arts to vocational pathways and enrichment activities that help them grow into well-rounded individuals. We offer over 70 different clubs run by our dedicated staff, with the majority of students attending at least one per week.

As a fully comprehensive school, we are proud to offer pathways for all students. Whether they aim for prestigious universities, high-quality apprenticeships, or vocational excellence, we ensure **every** student is empowered to go as far as their talents and determination will take them. As an example, we send many Nobel students to elite universities every year, including Oxford and Cambridge.

Our culture is rooted in a balance of academic excellence and character development, guided by the Nobel values. This shared ethos creates a strong sense of identity as “Nobelians” among students, staff, parents, and alumni. Our thriving alumni network, now approaching 1,000 members, reflects this sense of belonging, with many former students actively supporting the school. A significant number of alumni return as teachers or visit to inspire students with their achievements since leaving, contributing further to the strength and continuity of our community.

# ABOUT OUR SCHOOL CONT.

Our school community is built around a clear set of values: Ready, Respectful and Safe. These values underpin our expectations for behaviour, learning and relationships across the school.

We are proud of our strong sense of community and the positive relationships that exist between students and staff. Visitors frequently comment on the purposeful atmosphere around the school and the commitment of staff to ensuring that students achieve their very best.

At Nobel we believe that every student should leave school equipped with:

- A strong academic foundation
- A sense of curiosity and intellectual confidence
- The character and resilience required to succeed in life



# OUR VALUES AND ETHOS

Inclusive, Ambitious, Courageous, Kind

## Our School...

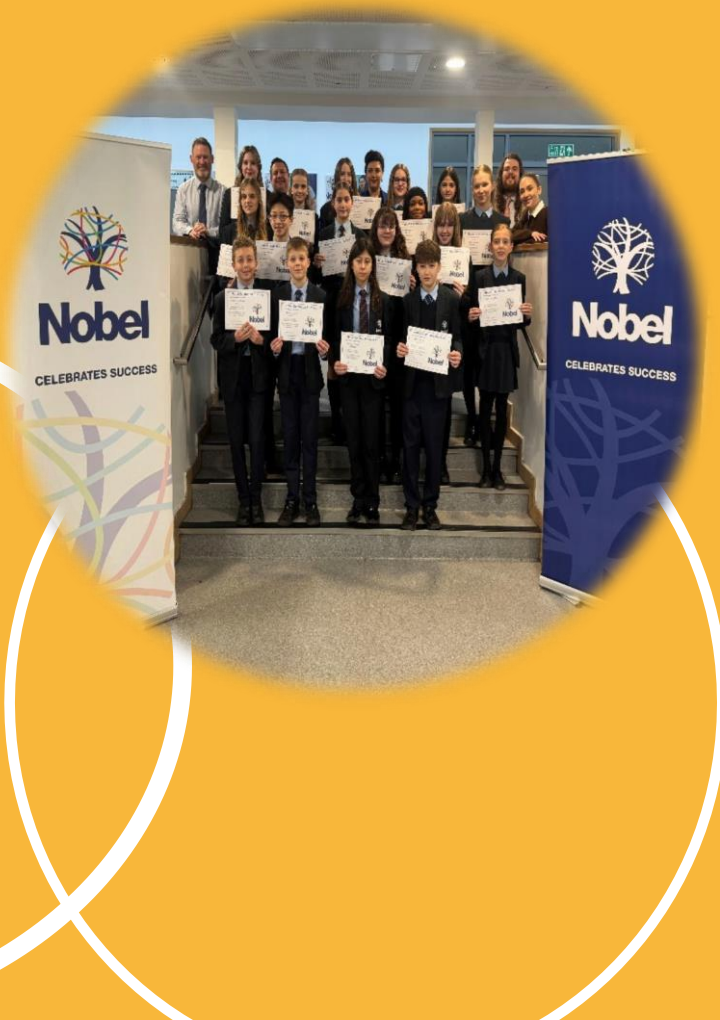
... is happy, kind and caring; it fosters positive relationships and mutual respect.

We embrace diversity in a community full of opportunity that is based on fairness.

We celebrate our successes, aspiring to grow academically, culturally and socially so that we can lead happy, fulfilling lives...

## ...As Proud Nobelians, who

- are ready, respectful and safe;
- look after each other and support our community;
- are courageous, resilient and responsible role models;
- work hard, have fun and develop a love of learning;
- challenge ourselves, develop good character and achieve success





# Our vision for Teaching and Learning

At The Nobel School, teaching and learning are central to our mission. We believe that effective teaching is built on:

## **Deep subject knowledge**

Teachers who understand the structure of their subject and can guide students through complex ideas.

## **Evidence-informed practice**

Teaching approaches that draw on the best available research about how students learn.

## **Deliberate professional development**

Teachers who continually refine their practice through reflection, collaboration and coaching.

## **High expectations for all students**

A belief that every student is capable of success when supported by excellent teaching.

We aim to create classrooms where:

- Students are challenged intellectually
- Knowledge is carefully sequenced and retained
- Thinking is visible and developed
- Teachers are reflective practitioners

**The Deputy Headteacher for Teaching and Learning and Curriculum will play a key role in shaping and strengthening this vision.**

# What we offer

- A nurturing and ambitious environment where all staff can shape and elevate the school's achievements.
- A stable staff team with low teacher turnover, supported by a strong alumni network and meaningful community involvement.
- The chance to leave a lasting legacy by building on established successes and steering the school towards even greater achievements.
- An opportunity to join the school on a strong footing with the ability to shape its future and take it to the next level.
- A thorough induction and a range of personal development opportunities.
- A supportive and collaborative staff culture
- A strong focus on professional growth
- The opportunity to shape teaching practice across the school
- The chance to make a meaningful difference to young people



# PERSON SPECIFICATION

A candidate will only be considered for shortlisting and move forward in the remaining person specification criteria if they meet the initial essential criteria under qualifications, knowledge and experience. It is important to provide examples.

	Essential/ Desirable	Application form	Assessment stage	
<b>Qualifications and experience:</b>	Good Honours Degree and QTS	E	✓	✓
	Evidence of further and relevant CPD which has had an impact on your work	E	✓	✓
	Further relevant qualifications (Masters etc)	E	✓	✓
	Experience of working in at least two schools	D	✓	✓
	Excellent classroom practitioner who can be a role model to others	D	✓	
	Evidence of strategic planning leading to measurable improvement of standards in at least one area of the school	E	✓	
	Experience of working with external agencies/collaborating with other schools	E		✓
<b>Skills and Knowledge</b>		E		✓
	An ability to contribute to the development and communication of the vision, whilst leading, motivating and delivering change	E	✓	✓
	Experience of holding people to account effectively	E		✓
	The ability to work well in a team both as leader and member	E		✓
	The ability to think originally and creatively in analysing and resolving issues	E		✓
	Excellent rapport with students, staff, parents, Governors and members of the wider school community	E		✓
	Excellent ICT skills and the ability to manage, analyse and use data to bring about School improvement and raise achievement	E		✓
	The ability to identify opportunities for improvement, whilst recognising existing good practice	E		✓
	The skills to model professionalism to all members of the School and the wider community	E		✓
	A knowledge of current educational legislation and its implementation	E		✓
Excellent ICT skills	E		✓	



	Essential/ Desirable	Application form	Assessment stage
<b>Personal Qualities/Ethics and professional</b>	Passion for education, coupled with ability and enthusiasm to see every student fulfil their potential.	E	✓
	Excellent communication skills, including written communication.	E	✓
	Visible and approachable, empathetic and enjoys engaging and inspiring children and others.	E	✓
	Adaptable leadership style, 'hands on' when required, balanced with knowing when to delegate.	E	✓
	Capacity for sustained hard work with energy and enthusiasm.	E	✓
	Able to take a dynamic approach to the changing needs of the school population.	E	✓
	Personal resilience	E	✓
	A team player, willing to help with all the little things that fall to a senior team	E	✓
	Excellent record of health and attendance	E	✓
	Willingness to participate in the extra-curricular life of the school	E	✓
	A sense of humour!	E	✓



# JOB DESCRIPTION

## Aim and main purpose of the job

- In partnership with the Headteacher and Governors, to ensure that the aims of the school are met.
- To take a lead on raising standards of student attainment and achievement.
- In conjunction with the rest of the Senior Leadership Team, to provide strategic direction and day to day management for the school.

To deputise for the Headteacher in case of her absence.

## Key Areas of Responsibility

The successful candidate will be expected to be able to take a leading role in the areas outlined below.

## Strategic Direction, Planning and Development

The Deputy Head will:

- Work with the Headteacher and Governors to develop and implement a strategic direction for the school,
- Maintain commitment to a shared vision for the school which reflects its ethos and values,
- Provide strategic vision by keeping abreast of national developments and statutory requirements in terms of performance measures,
- Rigorously evaluate aspects of the school's work,
- Ensure structures and systems are in place to maximise student potential.
- Oversee the strategic lead for strengthening the quality of education

## Teaching and Learning & Curriculum

The Deputy Head will:

- Ensure effective teaching and learning throughout the school within the consistent expectations outlined,
- Monitor, evaluate and develop the quality of education and student achievement,
- Benchmark and target, set for continuous and sustained improvement.
- Ensure our curriculum and ambitious and compliant
- Promote a culture and practices that enables all students to access the curriculum

## Leading and Managing Staff and Students and Members of the Wider School Community

The Deputy Head will:

- Lead, motivate, support, challenge and develop staff to carry out their roles to the highest standards,
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Ensure effective performance management through monitoring, evaluation, feedback and encouraging self-evaluation,
- Promote effective communication and good relationships with students, staff, Governors, parents and the wider community,
- Have line management responsibilities for identified pastoral and academic areas.

## Efficient and Effective Deployment of Resources

In line with the School's Improvement Plan, the Deputy Head will:

- Set priorities for expenditure, allocate funds and ensure effective management and control of the budget,
- Monitor and review resources to improve the quality of education to ensure efficiency and value for money.

## General

The Deputy Head will:

- Attend Governor meetings,
- Demonstrate a keen interest in all aspects of school life,
- Undertake any professional duties of the Headteacher reasonably delegated by the Headteacher,
- Carry out SLT duty responsibilities.

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.



# IMPORTANT INFORMATION

Pay range:	L19 – L23 (£80,655- £88,951)
Start date:	September 2026
Closing date:	9am on Wednesday 22 <sup>nd</sup> April 2026
Shortlisting date:	Thursday 23 <sup>rd</sup> April
Interview date:	Monday 27 <sup>th</sup> April and Tuesday 28 <sup>th</sup> April 2026
Visits to the school:	To make an appointment, please contact Suzanne Crow (Headteacher's PA) at <a href="mailto:suzanne.crow@nobel.herts.sch.uk">suzanne.crow@nobel.herts.sch.uk</a> or call 01438 222600 ext. 221 Please note our school is closing Friday 27 March at 12.20pm. During the Easter break please use our HR email account which will be reviewed <a href="mailto:hr@nobel.herts.sch.uk">hr@nobel.herts.sch.uk</a>
School website:	<a href="http://thenobelschool.org">thenobelschool.org</a>
School address:	Mobbsbury Way, Stevenage, Hertfordshire. SG2 0HS

The Nobel School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-appointment checks, including an online check, as outlined in Keeping Children Safe in Education (September 2025).

The Nobel School is committed to the aim of ensuring that everyone who applies to work for us receives fair treatment and we positively encourage applications from suitably qualified and eligible candidates regardless of age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status.

# APPLICATION PROCESS

## **How to apply**

You will need to apply via My New Term

Please ask us if you require information about this vacancy in an alternative format.

## **Application**

Please complete all aspects of the form fully. Include your full work history, explaining any gaps since leaving school education, and include any relevant training you have completed, particularly those in recent years which have helped to prepare you for headship.

## **Personal Profile and Personal Statement**

When writing your personal statement, it is important you address each of the requirements in the person specification. Be sure to evidence additional aspects such as training and qualifications together with your background and experience

## **References**

In line with safer recruitment guidance, we normally request references after shortlisting. Please make sure your referees are aware of your application and are able to provide a swift turn around if needed.

Preferred referees are your last two employers, and you should provide their official organisation email address for us to contact. One referee will be your current Headteacher.



# Nobel



## **The Nobel School**

Mobbsbury Way,

Stevenage,

Hertfordshire,

SG2 0HS

01438 222600

[www.thenobelschool.org](http://www.thenobelschool.org)