



Finedon Infant School & Finedon Mulso CE Junior School

Deputy Headteacher Candidate Pack



To apply: Applications must be made via the School's My New Term portal, available through our website www.learningforlifetrust.org.uk/working-for-us/vacancies. Please include a supporting statement outlining your strengths and suitability for the role.

The closing date for applications is midnight 15th March 2026.

Interviews will be held w/c 23rd March 2026.



Learning for Life Education Trust

Stronger together

Deputy Headteacher Candidate Pack



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Welcome letter from the Headteacher

Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher at Finedon Infant and Finedon Mulso CE Junior School.

I am delighted that you have taken the opportunity to consider joining our hardworking and dedicated staff team.

This position offers the successful applicant an exciting opportunity to play a central role in shaping the school's ethos, curriculum and culture, working alongside the senior leadership team.

Both schools are popular, growing and thriving primary settings in North Northamptonshire where parents, staff and governors work closely together as a school family to make sure that all pupils have a positive experience and achieve their full potential.

Visits to the school are warmly welcomed and strongly recommended and we invite all prospective candidates to make an appointment to visit our school. Please call the school office on 01933 680433 or email me at joanne.lloyd-williams@lflet.org.uk

Please do not hesitate to get in touch if you have any questions about our schools.

Best wishes

Joanne Lloyd-Williams, Headteacher, Finedon Schools



Deputy Headteacher Candidate Pack



Our schools

We pride ourselves on our caring ethos, exemplary behaviour and positive learning environment, where each child is nurtured and valued as an individual, so that they can flourish.

Children are supported to be the best version of themselves and to be confident, independent learners so that they can live life in all its fullness and develop their potential, both socially and academically.

Situated on two sites, Finedon Infant and Finedon Mulso C of E Junior School share the same Headteacher and leadership team. Working together as 'one primary school', our staff are committed to providing children with an excellent, seamless learning journey from Nursery to Year Six.

We are proud to be part of the [Learning for Life Education Trust](#).

View our latest OFSTED reports [here](#).





Infant School Vision, Values and Aims

Vision

We nurture the talents and aspirations of our children, preparing them to be confident, responsible and respectful individuals who positively contribute to the world, and reach their potential within a loving, caring community.

Values

We have a set of core values which underpin everything we do:

Kindness, Respect, Perseverance, Honesty, Positivity and Courage.

Aims

In order to fulfil this, we aim to:

- Enable all pupils to achieve to the best of their ability and aptitude to become the best they can be
- Encourage all pupils to acquire and develop moral and social values, behave well, show good manners and have respect for others regardless of their gender, ethnicity, religious or cultural background
- Create a caring community where pupils are treated with respect and thereby feel happy, confident and valued
- Provide all pupils with a broad and balanced curriculum which will engage, challenge, motivate and inspire in them a love of learning
- Provide pupils with a stimulating learning environment in which exciting and enjoyable lessons are delivered by high quality, well trained staff who will always encourage high aspirations
- Encourage all pupils to live safe, healthy and fulfilling lives and make a positive contribution to our local community





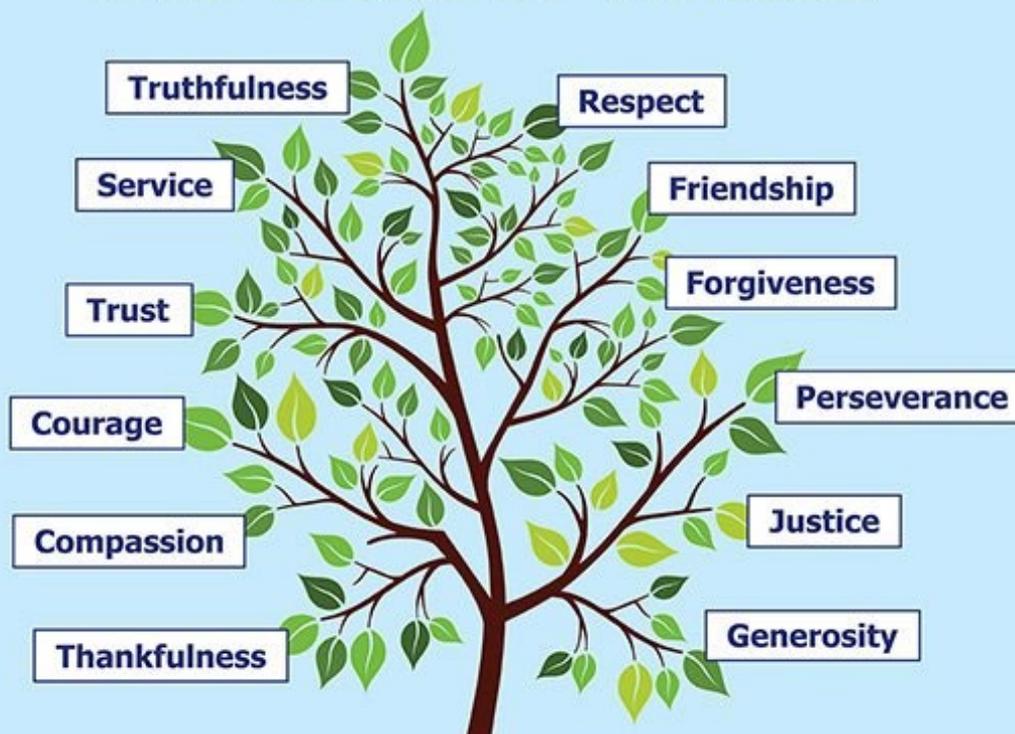
Junior School Vision, Values and Aims

We nurture the talents and aspirations of our children, preparing them to be confident, responsible and respectful individuals who positively contribute to the world, and reach their potential within a loving, caring Christian community.

Learning together, enabling children 'to live life in all its fullness'.

John Ch 10 v 10

Our School Values



As a Church School, we have the following Christian Values, supported by a biblical quote, which are a key focus of our school ethos and underpin everything we do:

Thankfulness 'Always be thankful.' 1 Thessalonians 5:16

Compassion 'Clothe yourselves with compassion, kindness, humility, gentleness and patience.' Colossians 3:12

Courage 'Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.' Joshua 1:9



Deputy Headteacher Candidate Pack



Trust	'My God is my strength in whom I trust.' Psalm 18:2
Service	'Serve one another in love.' Galatians 5:13
Truthfulness	'Tell the truth to each other.' Zechariah 8:16
Generosity	'God loves a cheerful giver.' 2 Corinthians 9:7
Justice	'Learn to do right. Seek justice.' Isaiah 1:17
Perseverance	'I can do all things through Him who strengthens me.' Philippians 4:13
Forgiveness	'Just as the Lord has forgiven you, so you must also forgive others.' Colossians 3:13
Friendship	'Encourage one another and build each other up.' 1 Thessalonians 5:11
Respect	'Do to others as you would have them do to you.' Matthew 7:12

In order to fulfil our vision, we aim to:

- Enable all pupils to achieve to the best of their ability and aptitude to become the best that they can be;
- Provide pupils with a broad and balanced curriculum which will engage, challenge, motivate and inspire in them a love of learning;
- Provide our pupils with a stimulating learning environment that has exciting and enjoyable lessons delivered by high quality, well-trained staff who will always encourage high aspirations;
- Create a caring, Christian community in which pupils are treated with respect and thereby feel happy, confident and valued;
- Encourage all pupils to acquire Christian moral and social values, behave well, show good manners and have respect for others regardless of their gender, ethnicity, religious or cultural background;
- Encourage all pupils to live safe, healthy and fulfilling lives and make a positive contribution to their local community.



Deputy Headteacher Candidate Pack



Job Advertisement: Deputy Headteacher, Finedon Schools

We are seeking an exceptional, Deputy Headteacher to join our senior leadership team and drive excellence in teaching and learning across our Infant and Junior school.

As our Deputy Headteacher, you will play a pivotal role in shaping the school's strategic direction. The role has a strong focus on driving school improvement, raising standards, leading assessment, and overseeing curriculum development to secure exceptional teaching and learning. There is no class teaching commitment attached to this position.

This is an exciting opportunity for a proven senior leader who is passionate about curriculum innovation, high-quality pedagogy and raising standards for every child.

We are looking for someone who:

- Is a consistently strong classroom practitioner, with high expectations and a belief that all children can achieve
- Has experience in whole school leadership and improvement
- Has a strong track record of improving teaching and learning
- Demonstrates measurable impact on pupil outcomes
- Leads with clarity, integrity and high expectations
- Inspires, coaches and challenges staff to be their very best
- Is deeply committed to inclusion, safeguarding and equity
- Is ready to deputise for the Headteacher and contribute at whole-school strategic level

In return, we offer:

- Enthusiastic, curious and well-behaved pupils
- A dedicated and hardworking staff team
- A culture that prioritises professional development and wellbeing
- The opportunity to shape the future direction of the school

If you are ready for the next step in your leadership journey and share our belief that every child deserves an exceptional education, we would love to hear from you.

We are an inclusive and supportive community with a dedicated leadership team who are committed to continuous improvement. We work together with our partner schools in the Learning for Life Education Trust, a locally based multi-academy trust.

Visits to the school are warmly welcomed and strongly encouraged. To make an appointment to visit and discuss the opportunities we can offer, please call the school office on 01933 680433 or email the Headteacher, Joanne Lloyd-Williams at head@finedonmulso.northants-ecl.gov.uk



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Deputy Headteacher Candidate Pack



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Interviews will be held w/c 23rd March 2026.

Our Trust is committed to safeguarding and promoting the welfare of children. Successful applicants will be subject to an enhanced DBS disclosure and must have suitable references. This process assists us in maintaining a safe environment for pupils and staff.

We are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.



Deputy Headteacher Candidate Pack



Job Description: Deputy Headteacher – Teaching & Learning

Reports to: Headteacher
Salary: Leadership Scale (L7-11)
Contract: Full Time, Permanent

Purpose of the Role

In partnership with the senior leadership team, the Deputy Headteacher will provide strategic leadership to secure and sustain outstanding teaching, learning and achievement across the school.

The post holder will create, maintain and develop the conditions which enable pupils and staff to achieve excellence. They will take a leading role in raising standards, improving the quality of teaching, driving curriculum development, and ensuring strong assessment practice across the school.

The Deputy Headteacher will deputise for the Headteacher as required and play a key role in strategic school improvement.

Key Responsibilities

1. Strategic Leadership of Teaching & Learning

- Provide strategic leadership for teaching and learning across the whole school.
- Develop, implement and evaluate our Teaching & Learning strategy.
- Lead on school self-evaluation and contribute significantly to the School Development Plan.
- Ensure that high expectations of achievement, progress and behaviour are consistently embedded.
- Translate school vision into high-quality classroom practice.

2. Curriculum Leadership

- Lead the design, implementation and review of a broad, balanced and ambitious curriculum.
- Ensure clear progression, coherence and consistency across all year groups.
- Work with teachers and subject leaders to secure curriculum impact.
- Promote research-informed and evidence-based practice in pedagogy.
- Ensure curriculum provision meets the needs of all learners, including disadvantaged pupils and those with SEND.

3. Assessment, Standards & Outcomes

- Lead whole-school assessment systems and procedures.
- Ensure effective assessment for learning is embedded in daily practice.
- Collate, analyse and interpret pupil performance data to inform strategic decisions.
- Monitor attainment and progress against national benchmarks.
- Identify underachievement and implement timely interventions.
- Lead moderation and ensure consistency of teacher assessment.





4. Monitoring & Quality Assurance

- Monitor the quality of teaching through lesson observations, learning walks, book scrutiny and pupil voice.
- Provide high-quality feedback and coaching to improve classroom practice.
- Hold middle leaders accountable for standards within their areas.
- Set clear targets for improvement and evaluate impact.

5. Staff Development & Professional Learning

- Lead professional learning linked to school priorities.
- Coach, mentor and support teachers, including ECTs and new staff.
- Model outstanding classroom practice.
- Line manage designated staff and support their professional growth.
- Contribute to recruitment, induction and performance management processes.

6. Inclusion, Safeguarding & Pupil Achievement

- Promote equality, diversity and inclusion across the school.
- Support safeguarding leadership as Deputy DSL.
- Ensure vulnerable pupils receive coordinated and effective support.
- Lead strategies to close gaps in attainment.

7. Leadership & Management

- Deputise for the Headteacher in all aspects of school leadership.
- Contribute to operational leadership, including timetabling and staffing deployment where required.
- Support positive relationships with parents, governors and external agencies.
- Present accurate reports on teaching, learning and standards to governors.
- Promote a positive, ambitious and collaborative school culture.

Key Accountabilities

The Deputy Headteacher will support the Headteacher in:

- Strategic direction and development of the school
- Securing and sustaining high-quality teaching and learning
- Leading and managing staff effectively
- Ensuring efficient deployment of staff and resources
- Being accountable to governors, parents and the wider community



Deputy Headteacher Candidate Pack



Person Specification

Post: Deputy Headteacher -Teaching and Learning

Reporting to: Headteacher

1. Qualifications & Professional Development

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Degree or equivalent qualification	✓	
Evidence of sustained and relevant professional development	✓	
NPQLT, NPQSL or equivalent leadership qualification		✓
Up-to-date safeguarding training (including KCSIE knowledge)	✓	
DSL or Deputy DSL training		✓

2. Leadership Experience

Criteria	Essential	Desirable
Successful senior leadership experience in a primary setting	✓	
Proven whole-school responsibility for teaching and learning	✓	
Experience leading school improvement initiatives	✓	
Experience line managing teachers and support staff	✓	
Experience of performance management processes	✓	
Experience deputising for a Headteacher		✓
Experience contributing to strategic school development planning	✓	

3. Teaching & Learning

Criteria	Essential	Desirable
Outstanding classroom practitioner with evidence of impact	✓	
Deep understanding of effective primary pedagogy	✓	
Experience monitoring teaching (observations, learning walks, book scrutiny)	✓	
Ability to provide high-quality feedback and coaching	✓	
Experience leading professional development	✓	
Knowledge of research-informed and evidence-based practice	✓	
Experience across the full primary age range	✓	



Deputy Headteacher Candidate Pack



4. Curriculum & Assessment

Criteria	Essential	Desirable
Strong knowledge of the primary curriculum and progression	✓	
Experience contributing to curriculum design and review	✓	
Experience leading or implementing whole-school assessment systems	✓	
Ability to analyse and interpret pupil performance data	✓	
Proven impact on raising attainment and accelerating progress	✓	
Understanding of national benchmarks and accountability measures	✓	
Experience preparing for or supporting inspection		✓

5. Inclusion, Safeguarding & Pupil Achievement

Criteria	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children	✓	
Secure understanding of statutory safeguarding requirements	✓	
Experience supporting vulnerable pupils	✓	
Commitment to equality, diversity and inclusion	✓	
Experience leading inclusion, SEND or behaviour systems		✓
Proven strategies for closing attainment gaps	✓	

6. Strategic Leadership & Management

Criteria	Essential	Desirable
Ability to translate vision into strategic action	✓	
Strong organisational and operational leadership skills	✓	
Experience contributing to whole-school self-evaluation	✓	
Ability to deploy staff and resources effectively	✓	
Experience managing timetables or staffing structures		✓
Ability to present reports to governors and stakeholders	✓	
Experience building effective partnerships with parents and external agencies	✓	



Deputy Headteacher Candidate Pack



7. Communication & Interpersonal Skills

Criteria	Essential	Desirable
Excellent written and verbal communication skills	✓	
Ability to inspire, motivate and challenge staff	✓	
Ability to manage difficult conversations professionally	✓	
Collaborative leadership style	✓	
Ability to build trust and credibility across the school community	✓	

8. Personal Qualities & Professional Standards

Criteria	Essential	Desirable
High expectations and strong moral purpose	✓	
Reflective, evidence-informed practitioner	✓	
Resilient and emotionally intelligent	✓	
Integrity, professionalism and accountability	✓	
Commitment to ongoing professional development	✓	
Ambition for future Headship		✓
Ability to contribute to the wider life of the school	✓	

Safeguarding Statement

The successful candidate must demonstrate a commitment to safeguarding and promoting the welfare of children and young people. The post is subject to enhanced DBS clearance and satisfactory references.

