



Denbigh High School

Headteacher Candidate Brochure





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Contents

Chiltern Learning Trust	5
Welcome Letter	6
Denbigh High School	7
Job Description	8-11
Personal Specification	12-14
The Application Process	15

Chiltern Learning Trust

Our vision is to educate, empower, and inspire generations of children through a network of outstanding schools that are recognised at a local, regional, and national level as being the absolute benchmark in teaching and learning



‘Together Towards Excellence Ambition and Inspiration’

Welcome Letter

December 2025

Dear Applicant

Thank you for your interest in the role of Headteacher at Denbigh High School.

Denbigh High School is an oversubscribed 1120 place secondary school in Luton. It is Ofsted graded as 'Outstanding', and is our founding school and one of the flagship schools of Chiltern Learning Trust. The students at our school make exceptional progress and the Academy is one of the highest-performing schools in the region and is regularly in the Top 100 schools in the country for progress. Just as importantly, the school is at the very heart of the Denbigh community and we want a Headteacher that promotes excellence whilst championing inclusion and community.

We want a Headteacher to raise standards further whilst holding our moral purpose and values dear. We are proud that our students are passionate in their support of local and international causes and charities, in a way that is seldom seen elsewhere.

Our Governors, our Trust, staff and community believe strongly in our vision of providing 'high achievement for all'. We know our school is a special place. We firmly believe in excellence and improving the life chances of our pupils. Also, we have a strong commitment to ensuring equity and promoting diversity for our students and staff.

Denbigh is a true centre of excellence and acknowledged as one of the best schools in the country. It is frequently visited by national figures and is both a Teaching School and one of the first twenty Behaviour and Attendance Hubs. The school was initially transformed by Dame Yasmin Bevan, and it has transformed this community. Our current Headteacher, Donna Neely Hayes, leaves behind an excellent legacy for the next post holder and has given the school eighteen years exemplary service

Chiltern Learning Trust is a very strong Trust, with eighteen schools in Bedfordshire, including several outstanding schools and some schools with wonderful outcomes and fantastic educational provision. We are a real family, with a collaborative culture, committed to excellence and ambition. We run two Teaching School hubs, two Behaviour hubs and four Initial Teacher Training centres. The Trust will provide huge support to the successful candidate and there is a strong and supportive school improvement framework

If you wish to discuss the post further, please contact our Executive Assistant, Amanda Jeffreys for an informal discussion or to arrange a tour, at ajeffreys@chilternlearningtrust.org.

We look forward to receiving your application and showing you our school. Closing Date for applications is **9am on Thursday 8th January 2026** and interviews will take place on **Monday 12th and Wednesday 13th January 2026**.

Yours faithfully



Adrian Rogers
CEO, Chiltern Learning Trust
National Leader of Education



Matthew Ford
Chair of Governors, Denbigh

Photographs of Denbigh High School



Headteacher - Denbigh High School

Job Description and Person Specification

Salary: **Leadership Scale**
Reporting to: **Chief Executive**
Location: **Luton**

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Job Role

The overall responsibility is to provide dynamic and professional leadership for Denbigh High School which builds upon change to secure its success and improvement, ensuring high quality education for all its students and improving standards of achievement. To be able to inspire, challenge, motivate and empower all members of the school community to carry the vision forward.

Chiltern Learning Trust is committed to safeguarding and promoting the welfare of children and young persons and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure.

Core Purpose

The core purpose of the Headteacher is to provide professional leadership and management for the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work.

To achieve success the Headteacher will:-

- work actively to promote and achieve the aspirations and ambitions of the trust including transition to a multi school trust.
- secure and sustain outstanding teaching and learning
- promote excellence, equality and high expectations for all students
- provide vision, leadership and direction
- promote the social and cultural development of all students
- evaluate school performance and identify priorities for continuous improvement
- be accountable for deploying resources to achieve the school's aims
- value the diversity of the community it serves
- carry out day-to-day management, organisation and administration
- secure the commitment of the wider community
- create a safe and productive learning environment which is engaging and fulfilling for all students
- work effectively with the Chief Executive and school governing body and fulfil necessary ex officio duties.

Main Duties

<p>Improving the life chances of children and young people</p>	<p>Working with the local governing body and Chief Executive to develop staff who have the necessary skills and knowledge to promote equality, respect diversity and challenge stereotypes to promote the rights of children and young people. Also to recognise the role parents, carers and families play in helping children and young people to succeed and thrive through being healthy; staying safe; enjoying and achieving; making a positive contribution and achieving economic well-being. The Headteacher will ensure that staff:-</p> <ul style="list-style-type: none"> • have the highest expectations of every child and ensure that such expectations are met • listen, question and respond to what is being communicated by children, young people and those caring for them • recognise when a child or young person may not be achieving their developmental potential or their health may be impaired and be able to identify sources of help for them and their families • understand the impact on a young person of transitions they may be going through • work successfully on a multi-agency basis and are clear about the role of the Headteacher and the roles of other professionals • adopt the right approach to information sharing by following the correct procedures and by ensuring that the child or young person, parent or carer understands the process • have a commitment to seeing through current projects and seeking ways to develop new initiatives.
<p>Shaping the future</p>	<p>Working with the Chief Executive, trustees, local governing body and others to create a shared vision and strategic plan which inspires and motivates students, staff and all other members of the school community and to develop the ethos of the school linked to its core aims and values. The Headteacher will:-</p> <ul style="list-style-type: none"> • ensure the aims and vision to lead Denbigh High School in the 21st. Century • plan and operate strategically, build and communicate a coherent vision in a range of compelling ways • inspire, challenge, motivate and empower others to carry the vision forward • model the values, vision and ethos of the school • consolidate and build upon the benefits and opportunities available from school status.
<p>Leading learning and teaching</p>	<p>Responsible for raising the quality of teaching and learning and for students' achievements within a successful learning culture. The Headteacher will:-</p> <ul style="list-style-type: none"> • demonstrate personal enthusiasm for and commitment to the learning process • demonstrate the principles and practice of effective teaching and learning • access, analyse and interpret information • initiate and support research and debate about effective learning and teaching and develop relevant strategies for performance improvement • acknowledge excellence and challenge poor behaviour across the school.

<p>Developing self and working with others</p>	<p>To develop effective relationships and communication which underpin a professional learning community that enables everyone in the school to achieve.</p> <p>The Headteacher will:-</p> <ul style="list-style-type: none"> • foster an open, fair, equitable culture and manage conflict • develop, empower and sustain individuals and teams • foster an environment where continual professional development is an integral part of the school's ethos • collaborate and network with others within and beyond the school • challenge, influence and motivate others to attain high goals • give and receive effective feedback and act to improve personal performance • ensure full and appropriate support for staff and students • accept support from others including colleagues, the Chief Executive, governors, the EFA, the DfE and the local authority.
<p>Managing the organisation</p>	<p>To provide effective organisation and management of the school and identify ways of improving organisational structures and functions based on rigorous self-evaluation.</p> <p>To ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment. This includes adhering to safe employment procedures which place the safety of children and young people at the heart of all practices. The Headteacher, working with the trustees, and the local governing body, will provide a safe environment for students, staff and members of the school community.</p> <p>To maintain and develop a successful organisation through effective collaboration with others the Headteacher will:-</p> <ul style="list-style-type: none"> • establish and sustain appropriate structures and systems • manage the school efficiently and effectively on a day-to day basis • ensure excellent behaviour of students and develop their independence in achieving this • delegate management tasks and monitor their implementation • prioritise, plan and organise themselves and others • make professional, management and organisational decisions based on informed judgements • think creatively to anticipate and solve problems.
<p>Securing accountability</p>	<p>The Headteacher is legally and contractually accountable for the school, its environment and all its work to the trustees and local governing body through the Chief Executive. The Headteacher also must fulfil the wider accountabilities in relation to students, parents, carers, the DfE, local authority and other relevant groups.</p> <p>The Headteacher will:-</p> <ul style="list-style-type: none"> • demonstrate political insight and anticipate trends • engage the school community in the systematic and rigorous self-evaluation of the work of the school and work closely with the governing body to ensure that effective school self-evaluation informs school improvement priorities • collect and use a rich set of data to understand the strengths and weaknesses of the school • combine the outcomes of regular school self-review with external evaluations in order to develop the school • ensure effective management of the school budget and best practice in financial matters.

<p>Strengthening community</p>	<p>The Headteacher will engage with the internal and external school community to secure equity and entitlement. This includes collaborating with other schools and academies and with parents and carers and other agencies for the well-being of all children and developing extended services to meet the needs of the community. The Headteacher will:-</p> <ul style="list-style-type: none"> • recognise and take account of the richness and diversity of the school's communities including wider communities such as the Chiltern Teaching School Alliance and the Chiltern Training Group. • engage in a dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities, listen to, reflect and act on community feedback • build and maintain effective relationships with parents, carers, partners and the community that enhance the education of students and the wider community.
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This job description is subject to annual review.

CONTEXT:

The above job description is an outline of expectations. The post holder should always carry out their role by benchmarking themselves against the highest standards of practice as evidenced through Ofsted findings and other respected research. The list is not exhaustive and the need for flexibility, shared accountability and team working is required. The post holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

This post meets the definition of 'Regulated Activity' as defined in the Safeguarding Vulnerable Groups Act 2006.

Because of the nature of this job, it will be necessary for an enhanced DBS check to be undertaken. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also any adult cautions (simple or conditional), and spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020). A person's criminal record will not in itself prevent a person from being appointed to this post. Applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying. However in the event of the employment being taken up, any failure to disclose such offence, as detailed above, will result in dismissal or disciplinary action by the School / Authority.

Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via www.disclosure.gov.uk

'The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

CVs will not be accepted for any posts based in schools.

Headteacher Personal Specification

	CRITERIA	Essential/ Desirable		Assessed by:- Application/ Interview Process	
		E	D	A	I
A	<u>EDUCATION AND QUALIFICATIONS</u>				
1	A first degree or equivalent	√		√	
2	Qualified Teacher Status (QTS)	√		√	
3	Good honours graduate and Higher Education qualification		√	√	
4	NPQH		√	√	
5	Evidence of recent and relevant training and development at headship level and/or in preparation for headship.	√		√	
B	<u>PROFESSIONAL EXPERIENCE and KNOWLEDGE</u>				
6	Substantial experience of teaching.	√		√	√
7	Successful strategic leadership experience likely to have been gained as a Headteacher/Principal or Deputy Headteacher/Vice Principal in a secondary school or other educational organisation	√		√	√
8	In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues as well as the statutory and legal framework governing the operation of an academy	√		√	√
9	Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change	√		√	√
10	Successful experience of raising standards for all with measurable outcomes as a result of one's contribution in a school in the pursuit of excellence	√		√	√
C	<u>SECURING ACCOUNTABILITY</u>				
11	Proven successful experience of school self-evaluation and accountability and the school improvement process	√		√	√
D	<u>LEADING LEARNING AND TEACHING</u>				
12	An outstanding classroom teacher practitioner with the ability to monitor and evaluate performance, celebrate excellence and challenge poor performance.	√		√	√
13	Successful experience of positive behaviour management and developing a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding.	√		√	√
14	Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility to meet the personalised learning agenda.	√		√	√
15	Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of all students	√		√	√

	CRITERIA	Essential/ Desirable		Assessed by:- Application/ Interview Process	
		E	D	A	I
E	<u>LEADING AND MANAGING THE ORGANISATION</u>				
16	Evidence of highly developed skills in team building, performance management, recognising high performance and tackling underperformance through to resolution	√		√	√
17	Successful experience of effective strategic financial and resource management to achieve educational priorities and ensure efficiency and value for money	√		√	√
18	In depth knowledge and experience of Child Protection, Safer Recruitment and Safe Guarding procedures	√		√	√
19	Knowledge of the potential of ICT to enhance learning, interpret and analyse data and understand school information systems	√		√	√
20	Committed to sustain a safe, secure and healthy school environment.	√		√	√
21	A commitment to and evidence of promoting diversity and equal opportunities within the academy, curriculum and in employment practice	√		√	√
F	<u>SHAPING THE FUTURE</u>				
22	Experience of and commitment to, working within a multi-academy trust and with a Chief Executive, trustees and the governing body to collaboratively develop a school vision which embraces excellence, high standards and inclusion.	√		√	√
23	To lead agreed developments across the multi-academy trust	√		√	√ <input checked="" type="checkbox"/>
G	<u>STRENGTHENING COMMUNITY</u>				
25	Successful experience of developing effective partnerships and involvement in wider networks at a local, national or international level in order to raise standards	√		√	√
26	Successful experience of securing and raising standards in an inclusive school and working with external agencies locally, nationally and/ or internationally.	√		√	√
H	<u>PERSONAL QUALITIES AND SKILLS</u>				
27	Proven ability to plan strategically with the ability to deliver the academy's vision and targets whilst empowering others to take them forward	√		√	√
28	To have high expectations and personal integrity with the ability to promote the values, culture and ethos of the academy	√		√	√
29	To be astute and perceptive with strong analytical skills with the ability to use sound judgement to anticipate and to resolve conflict and issues imaginatively	√		√	√
30	To be proactive, innovative and versatile with a high level of drive, energy, enthusiasm and a sense of humour				√
31	To be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	√		√	√
32	To be able to relate empathetically to parent/carers, staff, students, Governors, trustees and the wider community	√			√

	CRITERIA	Essential/ Desirable			Assessed by:- Application/ Interview Process	
		E	D		A	I
33	To be able to prioritise, plan and organise effectively	√				√
I	<u>DEVELOPING SELF AND WORKING WITH OTHERS</u>					
34	To be a high profile role model with a professional approach that demands excellence, confidence, trust and respect of the entire college and wider community	√				√
35	To show a commitment to developing a staff who have the necessary skills and knowledge to raise standards, promote equality, respect diversity and challenge stereotypes to promote the rights of children and young people	√			√	√
36	To demonstrate the importance of a work life balance	√			√	√
J	<u>IMPROVING THE LIFE CHANCES OF CHILDREN & YOUNG PEOPLE</u>					
37	Recognition of the role parents, carers and families play in helping children and young people thrive and succeed in their learning	√			√	

The Application Process

If you wish to discuss the post further, please contact our Executive Assistant, Amanda Jeffreys for an informal discussion or to arrange a tour ajeffreys@chilternlearningtrust.org

Closing Date: 9:00am, 8th January 2026

Interview Dates: 12th & 13th January 2026

Start Date: Easter 2026

If you are interest in applying please visit www.mynewterm.com



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Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

CV's will not be accepted.



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