



Lynch Hill Enterprise Academy

Deputy Headteacher - Standards Application Pack



Contents

Thank you for your interest in the Deputy Headteacher post at Lynch Hill Enterprise Academy

This pack contains:

- Letter to candidates
- Information about Lynch Hill Enterprise Academy
- Details of the Slough and East Berkshire Multi Academy Trust
- The job description and person specification

We hope that you find the pack informative. If you do have any further questions, please contact Lynch Hill Enterprise Academy via the details below:

Sharifa Salahudeen
HR Manager
s.salahudeen@lhea.org.uk
01753 691583 ext. 2239

You can also visit our website at
www.lhea.org.uk

Closing date: 23 February 2026
(we reserve the right to interview promising candidates prior to this date if applications are received early)

If you wish to visit the Academy prior to application, then please contact Sharifa Salahudeen.

We are a school that places the safeguarding of all students as our number one priority. Please take the time to review our Child Protection & Safeguarding Policy which is available on the school's website.

Dear Applicant

Thank you for your interest in this post at Lynch Hill Enterprise Academy. This is an exciting opportunity to join our rapidly improving school community. We can offer a supportive setting that will provide further opportunities for development as the school continues to grow and improve.

In the most recent Ofsted inspection in May of 2025, there was a lot to be pleased about with three of the four judgements being good. A significant amount of progress has been made since May and in October, the school began a two-year association with the RISE programme. This is designed to increase the capacity for the school to improve more quickly and through our supporting organisation, Chiltern Learning Trust, positive working relationships are quickly developing. All of this means that this is a fantastic opportunity for an experienced senior leader to join a highly dedicated and skilled senior leadership team on an exciting journey of school improvement.

The Ofsted report highlights some of the many strong areas that already exist, particularly relevant to this role, safeguarding and the strong pastoral system. *"Pupils at Lynch Hill Enterprise Academy enjoy being part of this inclusive school community. They appreciate that staff get to know them well and provide them with the care and support they need. Pupils feel safe at this school and know that they can speak to an adult if something is concerning them."*

A typical Lynch Hill member of staff is highly committed, motivated and resilient, with a clear focus on improving the life chances of all young people. We firmly believe that high achievement for each and every student is our shared responsibility. Our school community celebrates excellence and enables students to flourish as happy, successful individuals who achieve their best in all they do.

If you have enthusiasm and energy and want to be part of our dynamic culture working to ensure:

- outcomes are the best that they can be
- student behaviour is good and effectively led
- the school continues on its rapid journey of improvement

then I would be pleased to receive your application. Together with your completed application form, I would also request an accompanying letter of no more than two sides of A4 outlining your previous experience and how you would fulfil the role. Within this letter, please detail examples of your successes, especially how you have impacted positively on results and life chances for young people.

Yours faithfully



Chris Thomas
Headteacher of Lynch Hill Enterprise Academy



The school

Lynch Hill Enterprise Academy is a free school which opened in September 2014. We moved into our new building in April 2017 and, in January 2019, Lynch Hill became part of the Slough and East Berkshire Multi Academy Trust. There are approximately 870 students on roll – which means that we are almost ‘full’ although it is worth noting that we have just begun a consultation to reduce the PAN from 180 to 150 students in each year group. This reflects the reduction in student numbers within Slough itself and is a process which is being undertaken to ensure financial stability for the school amongst other things.

We are fortunate to have a relatively new building, and a custom-built area for the school’s safeguarding team. At Lynch Hill Enterprise Academy our curriculum intent is deliberately designed to reflect all aspects of school life, not just that which happens in the classroom and is guided by this simple mantra:

“Aspire to be your best, achieve through effort and succeed with pride”

Underpinning the taught curriculum, we have our ‘culture curriculum’ which serves to educate our students in becoming well-behaved young people who engage in their learning and respect each other and their environment. Our students always receive positive feedback when engaged in off-site activities.

I would urge you to visit this wonderful school and see for yourself what makes Lynch Hill Enterprise Academy such a special place to work.

The Trust

Lynch Hill Enterprise Academy is a member of the Slough and East Berkshire C of E Multi Academy Trust (SEBMAT). SEBMAT includes both primary and secondary schools, which may have a Church of England link, but this does not prevent non-Church of England schools from joining the Trust. SEBMAT supports schools to achieve very effective education with high levels of performance through coaching, sharing good practice and helping to secure good value for money.

SEBMAT values

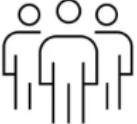
We fully subscribe to the National Society's determination since 1811 that the education we offer as Church of England schools does not depend on the background of the pupil but on a profound investment in their character and in the sparking of their aspiration. Every pupil will be encouraged to respect and honour their similarities and their differences as well as achieve success and be a positive contributor to the local and wider community.

Schools joining SEBMAT will be expected to commit themselves fully to open, honest and transparent collaboration that aims to help every pupil in the Trust to achieve the highest standards.

SEBMAT aims to provide:

- School improvement and has a track record of success
- Excellence in leadership
- Sustained momentum across the improvement journey
- Curriculum innovation
- Standards monitoring, data analysis and trend information
- Links to local, national and international groups
- Facilitated school-to-school networks, coordinating and brokering expertise
- Excellent staff by attracting the best to the Trust and by providing good development opportunities
- Excellent financial management and value for money

Staff Benefits

| | |
|---|--|
|  | Healthcare and mental health <ul style="list-style-type: none"> • Free annual flu vaccination • Eye care vouchers to cover some/all the costs of eye tests and spectacles. • Free confidential and independent counselling helpline • Healthcare package opt in for staff and their families which includes a 24/7 GP advice line |
|  | Social connection <ul style="list-style-type: none"> • Staff social committee who arrange social events • Buddies scheme for new staff • End of term events with refreshments provided • Supportive and committed team of staff |
|  | Timetabling and cover <ul style="list-style-type: none"> • Additional protected PPA time for form tutors • We employ Cover Supervisors to reduce the amount of cover by teachers • Maximum teacher contact time set at 43 hours per fortnight. |
|  | Planning, marking, assessment and reporting <ul style="list-style-type: none"> • Specific staff support for administration planning of educational visits and other activities • Teachers encouraged to set homework when it is meaningful, not to a rigid timetable • Feedback policy designed to make marking and feedback demands on staff manageable with no set frequency of marking. • Reporting requirements reviewed regularly and streamlined where possible |
|  | Communications and technology <ul style="list-style-type: none"> • All staff are supplied with a laptop • Communication streamlined using daily message document and weekly staff briefing • ClassCharts used to help teachers work more efficiently and flexibly |
|  | Calendar planning <ul style="list-style-type: none"> • Deadlines and events scheduled to spread workload where possible • Programme of after school meetings is relatively light compared to many schools • Earlier finish on a Friday afternoon to allow department planning meetings to run from 2.30-3pm each week |
|  | Professional development <ul style="list-style-type: none"> • Extensive in-house CPD programme and opportunities for external training • Funding to support teaching and support staff working towards relevant professional qualifications • Trust-wide opportunities such as 'A' level teaching experience |
|  | Flexible working and leave of absence <ul style="list-style-type: none"> • Staff absence policy is applied generously • Informal and formal requests for flexible working considered • End of term early finish for all staff |
|  | Staff wellbeing <ul style="list-style-type: none"> • 2-week Autumn Half-term • Free tea/coffee and biscuits • Friday treats such as cheese/biscuits, doughnuts, fruit and chocolate for all staff at break • Late start following Open evening |
|  | Other benefits <ul style="list-style-type: none"> • Cycle to work scheme and ample on-site parking. • Refer a friend incentive of £500. • Long service awards • London fringe allowance |

Details of vacancy – Deputy Headteacher – Standards – start date September 2026

We are offering an exciting opportunity for an enthusiastic, innovative and experienced senior leader to join the school in the post of Deputy Headteacher – Standards. The post is a key role within the improvement of the school, overseeing the key standards of student outcomes and behaviour. Further improvement in these two elements, in conjunction with the quality of teaching, which is led by the second Deputy Headteacher will, together, ensure that the school achieves a positive outcome in its next inspection.

The vast majority of students are courteous and engaged in their learning but ensuring that the tight systems which have been introduced operate effectively, is essential to supporting the improvements currently underway in the quality of teaching. It is then, these two areas, which will combine to ensure the best possible outcomes for students.

This role will suit a senior leader who has a track record of improving standards and consistency of approach in either pastoral care or student outcomes. I am not expecting to find someone who brings expertise and experience in both so appropriate training and support will be available to ensure the ability to confidently and effectively lead both areas. I am also determined to find the right person for the school – we are a ‘tight-knit’ community and fitting into that is essential.

I would be very happy to have an informal discussion in advance of any application that you might like to make and would encourage you to visit us in advance to help inform your application.



Chris Thomas
Headteacher

Job description: Deputy Headteacher - Standards

Salary:

The post holder will be paid on the leadership scale L20-24 (London Fringe)

Line of responsibility:

The post-holder is directly responsible to the Headteacher

Job Content:

Strategic purpose

- To lead and manage the development of systems to manage behaviour in Lynch Hill Enterprise Academy
- To lead on raising academic outcomes in Lynch Hill Enterprise Academy
- Work with other members of the senior leadership team to formulate aims, objectives and strategic plans for the school's continued development and improvement
- Promote the highest standards of student behaviour, attendance and punctuality, conduct and attitudes at all times
- As a member of the senior leadership team, act as a role model of professional conduct and presence with colleagues, students, parents and the wider community

Specific responsibilities

- To Secure and sustain high standards of behaviour to support learning.
- To monitor and evaluate behaviour data and lead on strategic responses to patterns and trends which are identified.
- To work closely with the Heads of Year & pastoral team, to ensure a consistent approach to pastoral care and management of behaviour of students in Lynch Hill Enterprise Academy
- To lead meetings of Pastoral Leaders
- To be the 'Raising Standards Leader' for the school, focusing on ensuring the best possible outcomes for Year 11
- To oversee the process and programme of data collection in the school and provide timely analyses of this data as appropriate.
- To ensure an effective process of reporting to parents is in place, utilising parents' evenings and written reports as appropriate
- To ensure that curriculum leaders can all confidently evaluate data for their subject (s) and make appropriate decisions regarding intervention, curriculum, deployment of their team.
- To line manage the school data manager and ensure that reporting is completed in an effective, timely and efficient manner.

Core responsibilities

- To assist in whole school development planning and the completion of the school's self-evaluation
- Lead by example to motivate and work with others
- Promote a culture of inclusion within the school community where all views are valued and considered

- Be an excellent role model for both staff and students in terms of being reflective and demonstrating a desire to improve and learn
- Ensure the effective dissemination of information, the maintenance of and ongoing improvements to agreed systems for internal communication
- Support the Headteacher in reporting the school's performance to its community and partners
- Promote and protect the health and safety/welfare of students and staff
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Work with the Headteacher in developing the policies and practice, which promote inclusion, equality and the extended services that the school offers
- Develop and maintain contact with all specialist support services as appropriate
- Promote the positive involvement of parents/carers in school life
- Organise and conduct meetings where appropriate with parents and carers to ensure positive outcomes for all parties
- Be a proactive and effective member of the senior leadership team
- Ensure the day-to-day effective organisation and running of the school including the deployment of staff as appropriate
- To undertake any professional duties, reasonably delegated by the Headteacher

Person Specification - Deputy Headteacher - Standards

| | Essential | Desirable |
|---|---|---|
| Qualifications & Training <ul style="list-style-type: none"> ▪ Qualified teacher status in the UK ▪ Evidence of further qualifications ▪ Commitment to ongoing research into teaching and learning and school improvement | ✓ ✓ | ✓ |
| Leadership Experience and Skills <ul style="list-style-type: none"> ▪ Successful classroom teacher ▪ Successful Ofsted experience ▪ Knowledge of strategies to support and improve standards of behaviour ▪ Knowledge of strategies to support and improve student outcomes ▪ The ability to challenge, influence and motivate others ▪ Strong analytical skills and an ability to interpret both quantitative and qualitative data ▪ Excellent time management and organisational skills ▪ Excellent interpersonal and communication skills, both written and spoken ▪ Leads by example with an understanding how to use different leadership and management styles. ▪ Ability to work independently, take initiative and manage change | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ |
| Experience <ul style="list-style-type: none"> ▪ Experience of having led and managed a team of people ▪ Substantial and successful experience of leadership in the secondary sector, having worked successfully in at least one school in an urban, multi-cultural setting, teaching pupils from backgrounds of socio-economic disadvantage ▪ Experience of having led, or significantly contributed to, the success of a whole- school initiative | ✓ ✓ ✓ | |
| Personal Qualities <ul style="list-style-type: none"> ▪ Has a clear commitment to fully inclusive comprehensive education ▪ Committed to continual improvement ▪ A desire to continue to learn and develop within the professional role ▪ Passionate about supporting, motivating and inspiring learners, their families and the community ▪ A strategic thinker who is creative and imaginative ▪ Stable and supportive with stamina, energy, confidence and emotional intelligence ▪ Shows consistency of judgement and high integrity ▪ Resilient, positive and calm – uses networks to seek advice and support | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | |

How to apply

Please complete the attached form to apply for this position responding to the questions and adhering to the word limits for each section.

Applications should be returned to vacancies@lhea.org.uk, no later than Monday 23rd February 2026.

If you would like to discuss the role in more detail or for an informal conversation about the role and your suitability, please contact Sharifa Salahudeen (details at the front of this information pack) who will arrange a discussion with the Headteacher.

Equal Opportunities

Lynch Hill Enterprise Academy will not discriminate directly or indirectly through applying conditions or requirements which cannot be shown to be justified. We will not discriminate on the grounds of race, gender, nationality or origin, marital status, disability, economic status, sexual orientation, age, trade union, political or religious belief, or responsibility for dependents.