



Higham Ferrers 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 5:00pm 9th July 2026.

Interviews will be held on 14th and 15th July 2026.



Learning for Life Education Trust

Stronger together



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Welcome letter from the CEO

Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher at Higham Ferrers Junior School, part of The Learning For Life Education Trust.

I am delighted that you are considering joining our dedicated and hardworking team at such an important point in the school's development. Higham Ferrers Junior School is on a clear journey of improvement, and we are fully committed, as a Trust, to supporting leaders and staff in delivering rapid and sustained progress for every pupil.

Following the school's last inspection, there has been a focus on strengthening teaching, raising standards, and ensuring that all pupils receive the high-quality education they deserve. While there is more to do, there is a shared sense of purpose across the school and the Trust, alongside a clear ambition to secure excellence.

Higham Ferrers Junior School is a welcoming and inclusive community where pupils are eager to learn and relationships are strong. The school places great importance on pastoral care, ensuring that children feel safe, valued and ready to succeed both academically and personally.

As part of The Learning For Life Education Trust, the school benefits from collaboration, professional support, and strong governance. We are working closely with school leaders to provide both challenge and support, ensuring that improvement is both strategic and sustainable. This is a significant opportunity for the right candidate to make a meaningful impact and help shape the next stage of the school's journey.

Visits to the school are warmly welcomed and strongly encouraged. To arrange a visit, please contact Sarah Thomas at sarah.thomas@llet.org.uk

Yours faithfully

A handwritten signature in black ink that reads 'G. Virk'.

Gurjit Virk, CEO, Learning for Life Education Trust



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Higham Ferrers Junior School

We are a three-form entry Junior school who 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.

Our school is a nurturing environment and a happy place because children, secure in and familiar with their surroundings, are more likely to learn and achieve success. Our learning environment provides opportunities to build confidence and resilience, creating independent thinkers.

We work openly with our community, actively engaging in local events and welcome parental support.

The children at Higham Ferrers Junior school are at the centre of all we do and we involve them as much as we can in making the school and their learning journey the best it can be.

Our staff and local governance committee work hard to ensure that all our children feel safe, love learning and work hard! We are very fortunate to benefit from a highly supportive and loyal parent community.

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

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





School Vision, Values and Aims

Be curious - Be creative - Be confident

- We are curious by providing opportunities for children to encounter all areas of education experience: aesthetic and creative, ethical, linguistic, mathematical, physical, scientific, social and spiritual.
- We are creative by working in an atmosphere in which quality learning can be achieved through the provision of experiences which stimulate the imagination, develop creative awareness, a keenness for exploration and a quest for understanding.
- We are confident by fostering a sense of community, emphasising both the rights and responsibilities of all members and upholding those rules and values which are necessary to prepare children for life within the wider community. We aim to provide them with a positive awareness of what it means to be a good citizen.
- We strive to create a happy, safe and welcoming environment which promotes and stimulates children's learning and which provides equal opportunity for all children to reach their potential. We acknowledge and foster each child's worth and individual talents, regardless of gender, race, creed or disability. We aim to provide each individual with a strong sense of wellbeing and belonging. We generate respect and caring for others through helping and sharing, encouraging respect for property and for the environment.





Job Advertisement: Deputy Headteacher, Higham Junior School

We are seeking an exceptional Deputy Headteacher to join our senior leadership team at a pivotal point in our school's improvement journey. This post is for a January 2027 start, or sooner if possible.

This is a significant opportunity to make a lasting impact in a junior school committed to rapid and sustained improvement. We are looking for a resilient, ambitious leader who can work alongside school and Trust leaders to secure high standards and consistently strong teaching and learning for all pupils.

As Deputy Headteacher, you will play a central role in driving the school's improvement priorities. You will lead the work of raising standards across the school, with a clear focus on strengthening teaching practice, embedding a high-quality curriculum, and ensuring effective use of assessment to improve pupil outcomes. You will be a visible, hands-on leader, working alongside staff to bring about meaningful and lasting improvements. There is no class teaching commitment attached to this role.

The successful candidate will be an excellent classroom practitioner with proven leadership experience and a strong track record of impact. You will combine the ability to inspire and motivate others with the confidence to provide clear direction, support and challenge. You will model high expectations, a commitment to inclusion, and an uncompromising belief that every child can succeed.

This role requires a collaborative, determined professional who can build strong relationships across the school community while maintaining a sharp and relentless focus on improvement. You will contribute to both strategic leadership and the day-to-day running of the school, helping to establish a culture of consistency, accountability and ambition.

This position would suit an experienced Deputy Headteacher seeking a new challenge, or a strong senior leader ready to take the next step and play a key role in leading sustained school improvement.

We are looking for someone who:

- Is an excellent classroom practitioner with consistently high expectations of all pupils
- Has successful experience of leading whole-school improvement and raising standards
- Has a strong track record of improving the quality of teaching and learning
- Can demonstrate measurable impact on pupil progress and outcomes
- Leads with clarity, integrity and a strong sense of moral purpose
- Is confident in providing both support and challenge to secure improvement
- Inspires, coaches and develops staff to improve practice and outcomes



Deputy Headteacher Candidate Pack



- Is fully committed to inclusion, safeguarding and ensuring equity for all pupils
- Has the capacity and credibility to deputise for the Headteacher and contribute at a strategic level

In return, we offer:

- The opportunity to play a leading role at a crucial stage of the school's improvement journey
- The chance to make a genuine and lasting difference to pupils' outcomes
- A committed and hardworking staff team who are open to development and improvement
- Enthusiastic pupils who are ready to learn and respond well to strong teaching
- Support and collaboration through The Learning for Life Education Trust
- A culture that values professional development, teamwork and ambition

If you are ready to take the next step in your leadership journey and are committed to making a real difference in a school that is striving for excellence, we would be delighted to hear from you.

We are an inclusive and supportive community, working closely with our partner schools within The Learning for Life Education Trust, a locally based multi-academy trust committed to improving outcomes for all.

Visits to the school are warmly welcomed and strongly encouraged. To arrange a visit and discuss the opportunities we can offer, please contact Sarah Thomas at sarah.thomas@lilet.org.uk

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 5:00p.m. 9th July 2026.

Interviews will be held on 14th and 15th July 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

The Deputy Headteacher will play a pivotal role in driving rapid and sustained school improvement. Working in close partnership with the School and Trust leaders, the post holder will provide strategic and operational leadership to improve the quality of teaching, raise standards, and secure strong outcomes for all pupils.

This is a highly visible, hands-on role requiring a leader who can translate strategy into consistent classroom practice, build staff capacity, and ensure that improvement priorities are implemented with rigour and pace.

The Deputy Headteacher will lead key areas including teaching and learning, curriculum, and assessment, while deputising for the Headteacher as required.

Key Responsibilities

1. Strategic Leadership of Teaching & Learning

- Lead whole-school improvement in teaching and learning, ensuring rapid and sustained gains in quality and consistency
- Drive the implementation of a clear and effective teaching and learning strategy
- Contribute to rigorous self-evaluation and the delivery of an ambitious School Development Plan
- Establish and maintain high expectations for achievement, behaviour and professional standards
- Ensure the school's vision for excellence is consistently reflected in classroom practice

2. Curriculum Leadership

- Lead the development and implementation of a high-quality, ambitious and well-sequenced curriculum
- Ensure consistency, progression and coherence across all year groups and subjects
- Work alongside subject leaders to secure strong curriculum delivery and impact
- Promote evidence-informed practice and effective pedagogy
- Ensure the curriculum meets the needs of all pupils, particularly vulnerable learners and those with SEND
- To provide support, guidance and challenge to subject leaders, taking on specific subject leadership where required.





Deputy Headteacher Candidate Pack

3. Assessment, Standards & Outcomes

- Lead effective whole-school assessment systems that support improved pupil outcomes
- Ensure assessment is used consistently and effectively to inform teaching and accelerate progress
- Analyse and interpret pupil performance data to identify priorities and drive improvement
- Monitor attainment and progress closely, identifying and addressing underachievement swiftly
- Ensure robust and accurate moderation practices across the school

4. Monitoring & Quality Assurance

- Lead a rigorous programme of monitoring including lesson visits, learning walks, book scrutiny and pupil voice
- Provide clear, constructive feedback and high-quality coaching to improve practice
- Hold middle leaders to account for the quality of provision and outcomes in their areas
- Evaluate the impact of actions and adapt strategies to ensure continuous improvement

5. Staff Development & Professional Learning

- Lead professional development aligned to school improvement priorities
- Coach, mentor and support teachers to improve practice and impact, including ECTs and new staff
- Model excellent classroom practice through part-time teaching
- Line manage designated staff, providing clear expectations, support and challenge
- Contribute to recruitment, induction and performance management processes
- To have, or be willing to undertake, the SENDCO qualification and to support the SENDCO in school where necessary

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, providing confident and effective leadership when required
- Contribute to the day-to-day operational leadership of the school
- Work in partnership with Trust leaders to support and sustain improvement
- Build strong relationships with pupils, staff, families, governors and external partners
- Promote a culture of ambition, accountability, professionalism and continuous improvement





8. Key Accountabilities

The Deputy Headteacher will support the Headteacher and Trust in:

- Driving rapid and sustained school improvement
- Securing consistently high-quality teaching and learning
- Raising standards and improving pupil outcomes for all groups
- Developing staff and building leadership capacity across the school
- Ensuring effective use of resources to support improvement priorities
- Maintaining strong accountability to governors, the Trust, and the wider community
- Hold a teaching commitment as required.

Please note this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next year. It will be reviewed and be subject to modification or amendment at any time after consultation with the holder of the post.





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, NPQSENDCO or equivalent leadership qualification		✓
Up-to-date safeguarding training (including KCSIE knowledge)	✓	
DSL or Deputy DSL training		✓
Coaching accreditation		✓

2. Leadership Experience

Criteria	Essential	Desirable
Successful senior leadership experience in a primary setting	✓	
Ability to work with pace, urgency and resilience in a demanding environment	✓	
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
Strong classroom practitioner with evidence of impact	✓	
Deep understanding of effective primary pedagogy	✓	
Experience monitoring teaching (observations, learning walks, book scrutiny)	✓	
Ability to model excellent practice and coach others to improve	✓	
Experience leading professional development	✓	
Knowledge of research-informed and evidence-based practice	✓	
Experience across the full primary age range	✓	





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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	✓	
Proven ability to inspire, motivate and develop staff	✓	



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.