



Orbis
Education
Trust



Southfield School



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Senior Deputy Headteacher

RECRUITMENT PACK

March 2026



About Orbis Educational Trust

Orbis Education Trust was founded In September 2021 and comprises of:

Southfield School, 11-18 years of age, single sex (mixed sixth form), 1,200 place secondary school (Ofsted rating – Good, with outstanding features (April 23).

Kingsthorpe College, 11-18 years of age, mixed sex, 1,500 place secondary school (Ofsted rating – Good, December 2019).

Hunsbury Park Primary School, 4 – 11 years of age, 351 pupils (Ofsted rating – Good, September 2022).

A fourth school will soon join the Orbis family;
Hanwood Park School, 900 place secondary school.

Our mission is:

'To provide world-class education and extra-curricular activities, that empower every student to achieve their full potential. Through collaboration and innovation, we strive to create a learning environment that is inclusive, supportive, and challenging, and that inspires students to pursue their interests and passions.'

We are committed to closing the 'enrichment gap' and providing all students with a wider education to develop their life skills In our schools we have Combined Cadet Force (CCF) contingents (Royal Navy and Army), and extensive Duke of Edinburgh award programmes along with a broad enrichment offer.

We understand that every child is different and, therefore, encourage a culture of collaboration that embraces the views of students, parents/carers, staff and trustees. It is important that all stakeholders feel an integral part of the Orbis family.

As a Trust, we are dedicated to working together to share best practices and resources and providing our students with a diverse range of opportunities that prepare them for success in whatever path they choose to follow.

Staff Wellbeing

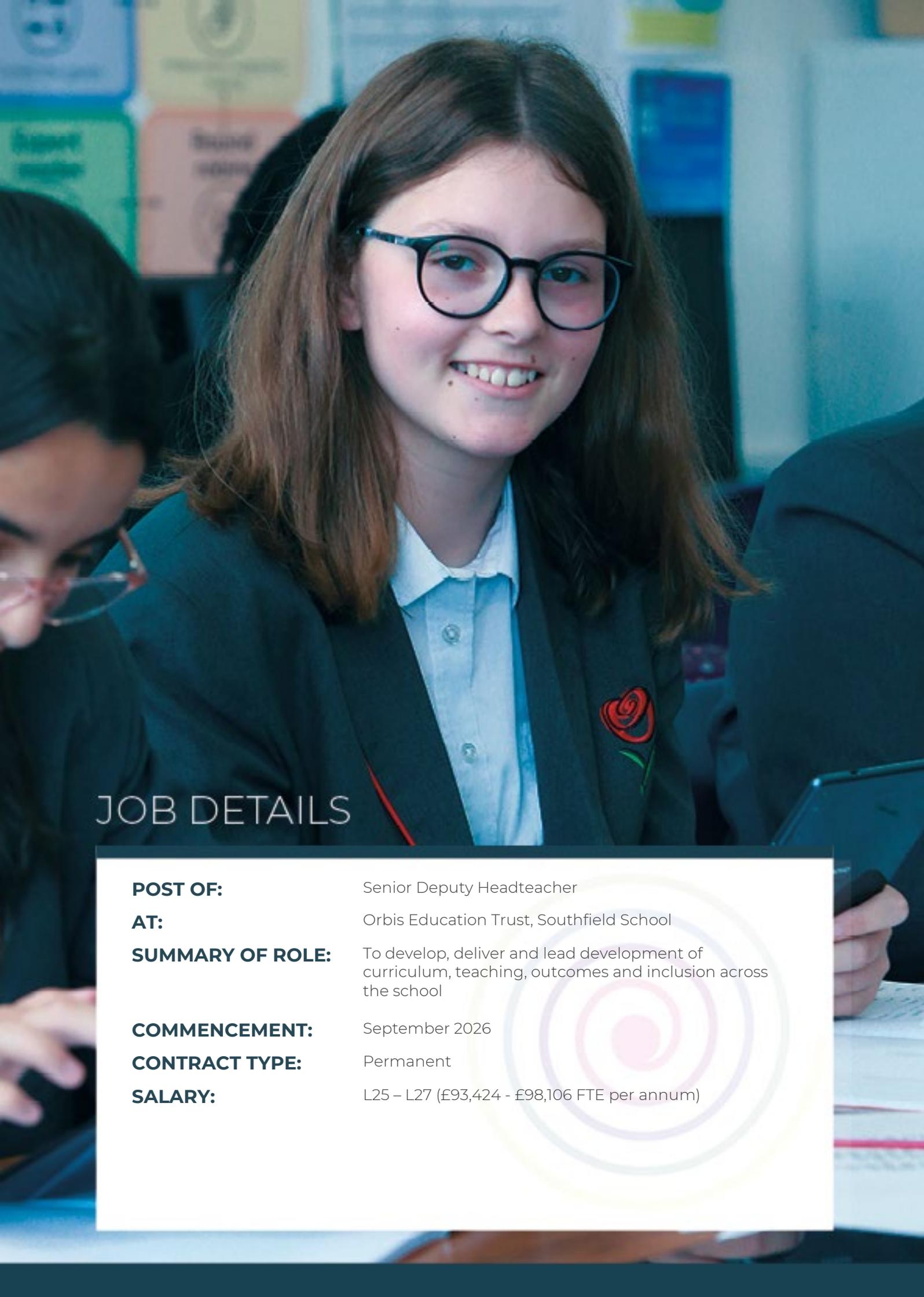
We truly believe that our staff are our greatest asset. We start from a position of professional trust and empower our staff to be the best they can within their roles. We know our staff want to deliver the best possible experience and outcomes for our students and we see it as our duty to make sure the training, wellbeing and motivation we provide to our staff allows this.

We continuously review our benefits package to balance the importance of career satisfaction, development and achieving a balanced approach to work and personal time and commitments.

Professional development is at the core of any profession. We ensure that staff have every opportunity to develop their teaching throughout their career. Our schools have a professional learning afternoon each week that enables staff to focus upon up to date, research led and relevant Continuous Professional Development.

What we offer:

- A competitive salary;
- Healthcare scheme for staff members and their families;
- One early or late finish per fortnight for teaching staff;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- Career progression opportunities, we will always recruit internally where possible;
- Competitive pension;
- Generous paid holiday entitlement (support staff)
- Opportunities for flexible working Including a nine day fortnight;
- Free parking;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Collection and delivery of dry cleaning;
- Long service awards and social events;



JOB DETAILS

POST OF:	Senior Deputy Headteacher
AT:	Orbis Education Trust, Southfield School
SUMMARY OF ROLE:	To develop, deliver and lead development of curriculum, teaching, outcomes and inclusion across the school
COMMENCEMENT:	September 2026
CONTRACT TYPE:	Permanent
SALARY:	L25 – L27 (£93,424 - £98,106 FTE per annum)

Joining Southfield School

Southfield School has an enviable reputation, both locally and nationally, due to our established culture of high aspiration, high expectations and sustained academic achievement.

We are committed to providing a world class education that focuses on every student achieving their potential through a challenging and balanced curriculum, set within a calm, safe and stimulating learning environment. This is underpinned by our commitment to develop life long learning habits and personal characteristics through our shared values of optimism, resilience, balance, individuality and synergy.

We are preparing all of our students for a world of exciting possibilities. We believe that our school provides something unique and the perfect environment in which to flourish and grow.

At Southfield School, we want to instil certain habits and attitudes to enable our students to be more confident in their own learning ability. By becoming more effective learners, students will better concentrate, think harder and find learning more enjoyable.

Whilst exam results are exceptionally important we believe that it is also our duty to support our students to become lifelong learners.

From the very first day of year 7 we promote the idea that all Southfield students should aspire to be high level learners.

There is a vibrancy and an energy across our school. We firmly believe that Southfield School is successful because we work so well with each other.

Our commitment to staff development and well-being is structured so that our students receive the very best every day.

Southfield School aims to provide for the future needs of our students. Careers and types of employment opportunities are evolving continually. Some are yet to be created and so we see it as our obligation to prepare our students to be competitive in anticipation of the unknown. Therefore, our strong focus on academic attainment is equalled by our commitment to develop transferable skills and personal characteristics through the many opportunities we provide.

We provide an education that prepares our young people for a future in which they will need to be adaptable, resourceful and ethical in facing complex challenges. Being a Southfield School student will mean the chance to be successful and have a positive influence on the global community. We aim for all of our students to be able to make an impact and leave a positive imprint on the world. We nurture our students with the future in mind today.

Southfield School is justifiably proud of its well-developed enrichment programme. Every week students take part in our 'Electives' programme in which they enjoy a range of physical/adventurous, creative and cultural activities. There are a similarly wide range of clubs and fixtures and a wide range of school trips.

The Royal Navy Combined Cadet Force (CCF) Contingent is now well established and cadets enjoy a full programme of yacht and dinghy sailing, canoeing, kayaking and paddleboarding.

Finally, the Duke of Edinburgh (DofE) Award Scheme is well attended at all awards levels, bronze, silver and gold; the expeditions take place both on foot and in canoes.



Senior Deputy Headteacher (Curriculum)

We have an exciting opportunity for a passionate and inspirational leader with a track record of improving standards as a Deputy or Assistant Headteacher.

The role: As Senior Deputy Headteacher you will be responsible for the strategic overview and leadership of the school curriculum. This would include curriculum, teaching, achievement, SEND and Inclusion. As a key member of the leadership team, you will bring staff on the journey with you to achieve exceptional outcomes. This will include supporting the development and implementation of our comprehensive CPD programme utilising our professional learning afternoons each Wednesday.

Why join us:

We invest in and support our aspirant and highly skilled staff, making it easy to access opportunities for continued professional development.

Our safe and nurturing environment enables staff to thrive.

We are a collaborative team working across the school and with wider Trust colleagues – sharing ideas, spreading best practice, supporting and challenging, and bringing out our very best.

We offer:

- ✓ A staff wellbeing day during term time;
- ✓ Long service awards and social events;
- ✓ A competitive salary;
- ✓ Healthcare scheme for staff members and their families;
- ✓ One early or late finish per fortnight for teaching staff;
- ✓ Automatic progression through pay points;
- ✓ An in-house Leadership Development Programme;
- ✓ Career progression opportunities;
- ✓ Competitive pension;
- ✓ Generous paid holiday entitlement (support staff);
- ✓ Opportunities for flexible working including a nine day fortnight;
- ✓ Free parking;
- ✓ Cycle to Work Scheme;
- ✓ Discounts on holidays and retailers;

About us: This is a great time to join Southfield School as we were graded Good with Outstanding features by Ofsted in April 2023, and are looking for a highly effective leader to support our ambition to achieve well in the new framework.

As part of a growing Trust, and the opening of a new free school on the Hanwood Park estate, we will have opportunities for progression in the future. We are therefore looking for a candidate who has the aspiration and skillset to be a headteacher within 3 to 5 years.

To apply please follow: <https://mynewterm.com/jobs/136976/EDV-2026-SSG-06462>

Closing date for applications is Friday 10th April at 9am and interviews will be towards the end of week commencing 13th April. If this role attracts sufficient interest before closing date, we may decide to interview this vacancy at an earlier date, so an early application is advised.

If you want more info about the role, please contact us at recruitment@orbismat.com or 01536 513063.

Southfield School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.



Job Description

Job Purpose Summary

To deputise for the Headteacher and together lead and contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence. The Senior Deputy Headteacher shall play a major role under the overall direction of the Headteacher in:

- Formulating the aims and objectives of the school.
- Establishing the policies through which they shall be achieved.
- Managing staff and resources to that end; and
- Monitoring progress towards achievement.

The Senior Deputy Headteacher shall undertake any professional duties of the Headteacher reasonably delegated by the Headteacher or in the event of their absence.

Strategic Direction and Development:

- Support the Headteacher in ensuring the vision for the school is clearly articulated, shared, understood, and acted upon by all.
- Demonstrate the vision and values of the School and Trust in everyday practice.
- Motivate, working with and through others to further develop a shared culture and positive ethos.
- Promote high expectations of attainment and progress for all.
- Work with the Headteacher on the strategic development and implementation of the School Improvement Plan.
- Lead the Senior Leadership Team and Middle Leaders in reviewing and assessing current teaching practice and developing a personalised improvement approach with all staff.

Senior Leadership Operational Duties:

- To liaise and work with the Headteacher and other members of the Senior Leadership Team on all matters relating to school policy and raising achievement.
- To lead and participate in the duty system, including lunchtime duties.
- To be 'on call' at specified times of the week as the senior member of staff on duty.
- To attend and participate in Senior Leadership Team meetings, leading when appropriate.

Leading Pastoral and Attendance:

- Be the lead professional responsible for curriculum and teaching matters across the school setting high standards for all students and staff.
- Strategic leadership of curriculum development in all subject areas
- Build and sustain a culture of professional development based around highly effective teaching strategies
- Lead effective and rigorous tracking, monitoring and evaluation to ensure strong outcomes across the school
- Be a coach and mentor for others with the ability to model and exemplify good practice.
- Lead on the development of policies and practices across the school that promotes inclusion and high achievement through effective and research led strategies
- Secure and sustain effective teaching and learning throughout the school through structured monitoring, evaluation, and review processes.
- Provide strategic leadership to improve outcomes and play an active role supporting leaders who have responsibility for securing high standards and outcomes
- To devise and implement highly effective CPD programmes focused on developing the skills of all staff to benefit students
- Ensure appropriate support and interventions are put in place, as necessary, to secure high outcomes for our students.
- Line management of appropriate Assistant Headteachers and other key staff as required.

Developing Self and Working with Others:

- Work with the Headteacher and the Senior Leadership Team to build a professional learning community that empowers others to achieve.
- Be a lead professional responsible for raising the standard of teaching from all teaching staff.
- Be responsible for ensuring appraisal arrangements are effective in securing outstanding academic performance and effectively plan and deliver professional development activities for others.
- Build a collaborative learning culture within the School and Trust and actively engage with other schools to build effective learning communities.
- Committed to your own professional development, regularly review own practice, and set personal targets.

Securing Accountability:

- Work with the Headteacher to ensure the school's accountability to a wide range of groups such as parents and carers, governors, the LA and the DfE.
- Make a significant contribution to aspects of school monitoring and self evaluation.
- Work with the Governing Body to ensure that it meets its' responsibilities and offers the appropriate degree of challenge to the school's leadership and performance.
- Be responsible for the line management of members of the Senior Leadership Team with subject area responsibilities and the academic progress of students.

Strengthening Community:

- Engage effectively with our Trust, internal and external school community to deepen a sense of partnership.
- Collaborate with other schools within the Trust and wider organisations to share expertise and bring positive benefits to our school and other schools.
- Collaborate at both strategic and operational levels with parents and carers, fellow professionals and across multiple agencies for the well-being of others.

Resource Management:

- Work with the Headteacher and the SLT to provide effective organisation and management of the school and seek ways to improve organisational structures and functions based on rigorous self-evaluation.
- Work with the Headteacher and the SLT to ensure the school and the staff and resources are organised and managed to provide an efficient, effective, and safe learning environment.
- To manage and coordinate the alternative provision budget.

General:

- Support and promote the values and ethos of both the School and Orbis Education Trust.
- Be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the school's systems.
- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school and to be one of the designated persons for child protection.
- Work in accordance with the Schools Health and Safety Policies and Procedure.
- Undertake such other duties as laid down in the School Teachers Pay and Conditions Document and those delegated by the Headteacher.

Updating

This job description will be reviewed and updated periodically in order to ensure that it reflects accurately the nature of the role in the context of school and other developments. This process may be initiated by the Headteacher or the postholder.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share its commitment. The successful applicant will be required to undergo enhanced DBS clearance.

<p>Leadership and Management of Student achievement, progress and safety</p>	<ul style="list-style-type: none"> • A strong understanding of the characteristics of an outstanding school. • Concerned about individual student needs; regards personal safety and achievement for each individual as the highest priorities. • Ability to inspire high levels of student performance • The ability to analyse issues relating to students' attainment and progress developing effective and creative responses. • Successful track record in managing, monitoring, and evaluating student progress, translating into detailed plans with specific measurable targets. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p>Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Understanding and implementation of management structures and systems, with appropriate delegation, monitoring and enforcement of accountability. • Able to inspire and maintain high morale, address problems and resolve conflict in the context of persistently pursuing accountability. • Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets. • Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes. • Positive and approachable with a commitment to equal opportunities and high achievement. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p>Leadership and Management of curriculum area</p>	<ul style="list-style-type: none"> • Knowledge of the National Curriculum and sound experience of curriculum delivery, monitoring, and assessment. • The ability to analyse curriculum issues and develop effective and creative responses. • Knowledge and understanding of current curriculum thinking • Involvement in successful development planning and strong track record of implementing and managing the delivery of sustained improvements. 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>
<p>Managing resources</p>	<ul style="list-style-type: none"> • The ability to analyse issues relating to resources and develop effective and creative responses. • Excellent understanding of the SEN Code of Practice 	<p>✓</p> <p>✓</p>	
<p>Stakeholders and the local community</p>	<ul style="list-style-type: none"> • Effective communication with staff, parents, students, and governors and is sensitive to the school's role within the community. • Ability to establish effective links with the community. • Engagement with a wide variety of stakeholders. 	<p>✓</p> <p>✓</p> <p>✓</p>	

Suitability to Work with children	<ul style="list-style-type: none"> • Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education' • Appropriate and relevant references will be checked • Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact 	✓ ✓ ✓	
Equal Opportunities	<ul style="list-style-type: none"> • Able to demonstrate awareness and understanding of equal opportunities • Commitment to equal opportunities in the delivery of the curriculum 	✓ ✓	

