



Tudor Grange Primary Academy Meon Vale



Tudor Grange Primary Academy
Meon Vale



Applicant Information Pack



Welcome

Thank you for your interest in the Deputy Head Teacher position at Tudor Grange Primary Academy - Meon Vale. We are delighted that you are considering joining our vibrant and dedicated team. Our school is committed to fostering a nurturing and inclusive environment where every student can thrive academically, socially, and emotionally.

At Tudor Grange Primary Academy - Meon Vale, we are proud to be a school within the Tudor Grange Academies Trust. Aligned to the core values of the Trust and its high ambition and expectations for all, we aim to instil, in every pupil, the behaviour, attitudes and ability to transition through the primary school years successfully to their secondary school education. At our school, we believe that our pupils should be at the centre of everything that we do. Our core purpose is to raise their aspirations and ensure that all our pupils have the best educational experience possible from their starting points. As part of this we believe every teacher must strive to be an excellent practitioner, delivering outstanding teaching and outcomes. We believe in developing the potential of every child and equipping them with the skills, knowledge and attitudes to enable them to excel and succeed in the future.

As a prospective Deputy Head Teacher, you will play a pivotal role in shaping the future of our school. We are looking for a visionary leader who is passionate about education and dedicated to inspiring both students and staff. Your leadership will be crucial in driving our mission to provide high-quality education and to cultivate a love of learning in every child.

In this application pack, you will find detailed information about our school, the role, and the qualities we are seeking in our next Deputy Head Teacher. We hope this pack provides you with a comprehensive understanding of our values, goals, and the exciting opportunities that await you here.

We look forward to learning more about you and how your experience and vision align with our aspirations. Thank you for considering this opportunity to make a significant impact on our school community.

The academy is part of the Tudor Grange Academies Trust which includes: Tudor Grange Academy Solihull; Tudor Grange Academy Worcester; Tudor Grange Primary Academy Yew Tree; Tudor Grange Primary Academy Haselor; Tudor Grange Academy Redditch; Tudor Grange Samworth Academy, Tudor Grange Robert Smyth Academy; Tudor Grange Academy Kingshurst; Tudor Grange Primary Academy St James, Tudor Grange Primary Academy Perdiswell, Tudor Grange Primary Academy Hockley Heath and Tudor Grange Primary Academy Langley.

Opportunities within the Trust are readily available to outstanding practitioners who are keen to explore career progression. As part of our commitment to CPD, we have planned seven INSET days for 2025-6, three of these being joint with the other Academies within the Trust to allow for meaningful collaboration.

At the heart of what we do is the belief that all children should be given the opportunity to flourish and make a valuable contribution to the academy and the wider community. We celebrate the individuality of our children and are committed to giving all our pupils opportunities to achieve through the experience of a rich and engaging curriculum. We believe that the achievements, values and well-being of all our children matter and that it is important that pupils are supported to develop the skills to be resilient in the face of challenge.



We welcome individuals to site to tour the school prior to making an application and strongly encourage candidates to come and experience our school in person. Opportunities are available for this on the following dates and times:

- Wednesday 11th March 2026 at 2:00pm
- Wednesday 18th March 2026 at 9:30am
- Monday 23rd March 2026 at 4:00pm
- Thursday 26th March 2026 at 2:00pm

If you are interested in touring the school, please contact Claire Aucott, Office Manager and PA to the Principal on office@meonvale.tgacademy.org.uk or on 01789 721 060.

We look forward to meeting with you.



Advertisement

Deputy Headteacher

Closing date: Monday 13th April 2026, 9am
Shortlisting date: Friday 17th April 2026
Interview date: Wednesday 29th and Thursday 30th April 2026 (NOTE: Potentially a two-day process)

Start date: September 2026

Contract time: Full Time - Permanent

Salary: Pay Range L4 – L8 (£55,74 to £61,534)

Suitable for ECTs: No

Tudor Grange Primary Academy - Meon Vale is a thriving and successful growing Primary Academy which serves the community in Stratford Upon Avon. Due to the promotion of the current Deputy Head Teacher to Principal, a vacancy has arisen and we are looking to appoint a new Deputy Head Teacher to start in September 2026.

The successful candidate will be working under the direction of the Principal who has very high aspirations for the academy and this is a fantastic opportunity for an inspiring and dedicated leader to join us at an exciting time in our development. The role will include up to a 0.6 teaching commitment during the growth phase of the school.

Applications are invited from experienced teachers and leaders with the ability, passion and commitment to play an active role in the leadership and management of the academy, with aspirations towards headship in the future.

Job Description

The following **Job Description** outlines the skills and the experience required for the post at TGPA Meon Vale.

School culture and behaviour

Under the direction of the principal, the Deputy Head Teacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.



Teaching, curriculum and assessment

Under the direction of the Principal, the Deputy Head Teacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read
- Interpret and analyse data, including pupil records and assessment data: monitoring progress and taking appropriate action.

Additional and special educational needs (SEN) and disabilities

Under the direction of the Principal, the Deputy Head Teacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Organisational management and school improvement

Under the direction of the Principal, the Deputy Head Teacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care in the capacity as Deputy Designated Safeguarding Lead.
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Allocate financial resources appropriately, efficiently and effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented

The Deputy Head of School will take a key leadership role in the operational management of the school on a day-to-day basis.



Professional development

Under the direction of the Principal, the Deputy Head Teacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs
- Take a leading role in performance management
- Lead, develop and enhance the teaching practice of others through monitoring the quality of teaching and learning and sharing judgements with teachers and support staff as appropriate
- Support Early Career Teachers
- Through peer coaching and the demonstration of excellent classroom practice, work with colleagues to develop their teaching skills ensuring quality of provision throughout the whole school.

Governance, accountability and working in partnership

Under the direction of the Principal, the Deputy Head Teacher will:

- Understand and welcome the role of effective governance, including accepting responsibility and reporting to the Local Governing Body and Executive Governance Team as required.
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties, including acting as the Educational Visits Co-ordinator
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils
- Liaise with the Principal on a weekly basis updating on initiatives, developments and actions related to teaching and learning and pupil progress.

Core Leadership Qualities

- Clear and consistent vision and values
- An excellent practitioner
- Ability to motivate and empower others
- Positive attitude to continuous improvement
- Flexible leadership styles
- Leading by example
- Effective communication skills
- A willingness to embrace change and recognise new educational developments
- Positive and respectful relationships across the school community
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.



Leadership Team at Tudor Grange Primary Academy - Meon Vale

Interim Principals:

Dr Jodie Bolter and Miss Sarah Deakin

Mr Tom Bradley appointed Principal from April 2026

Leadership Team

Mr Tom Bradley, Miss Laura Hodges, Mr James Greygoose,
Mr Johnathon Crockett

SENCO

Miss Laura Hodges

Director of Primary Standards:

Miss Sarah Deakin



Why Work for Us?

Competitive salaries

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We ensure we are treating people fairly across the Trust as well as remaining competitive. Your starting salary will be determined by the pay range for your role, your experience as well as external market conditions.

Pension Scheme

All contracted members of staff will be automatically enrolled into a pension scheme with either the Teachers Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You do not pay tax or National Insurance on your contributions and TGAT adds a generous employer contribution, which varies depending on your salary. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Flexible and Family Friendly Policies

We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. We offer flexible working opportunities and policies that are often in excess of statutory minimums.

Employee Assist Program (EAP)

Our EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. Our EAP service provides a complete support network that offers expert advice and compassionate guidance for you and your close family 24/7. It covers a wide range of issues including legal, finance, property and childcare as well as offering counselling and support if required

Continuous Professional Development

TGPASJ and Tudor Grange Academies Trust is committed to CPD for all staff. Staff have access to a range of internal CPD, as well as opportunities to engage in CPD led by external providers.

Recognition

We are proud to have a range of schemes, which recognise the achievements of our staff and show our appreciation of their contributions.



About our School

At Tudor Grange Primary Academy - Meon Vale, we pride ourselves in being part of a family of schools who are strong together in the Tudor Grange Academies Trust. We believe in getting the fundamentals right from the start and sharing with our pupils and community the values that we have created that underpin our foundations evidenced through our actions and not words alone.

At the heart of our ethos and culture is Maslow's Hierarchy of Needs – we believe in 'HUMANKIND' and want our school community of pupils, staff, parents to feel safe, valued, respected and understood as individuals. Only then can we strive for individual and collective 'betterment'.

Our three core values are underpinned by the Tudor Grange Academies Trust five core values. Our core values are:

KINDNESS AND COMPASSION:

- Being considerate, patient and thoughtful.
- Tolerating the thoughts of others and challenging them where appropriate respectfully.
- Developing in our pupils and our community a "sympathetic consciousness of others' distress together with a desire to alleviate it."

RESPONSIBILITY:

- Contributing positively in our school and wider community
- Being ready to learn and to always doing our best
- Attending school punctually and maintaining high expectations of attendance
- Wearing our full uniform with pride
- Treating our school like our homes and looking after our own and other people's belongings
- Being considerate and courteous in our actions and words.

RESPECT:

- Treating others as we would want to be treated ourselves
- Developing self-respect and taking responsibility for our actions in order to grow in to the best versions of ourselves
- Listening and responding to staff and other pupils positively.
- Recognising the importance of mental health and wellbeing and knowing we can reach a point when our buckets are full which affects our abilities to regulate our behaviours without support
- Knowing who our safe people and places are to buffer us when we need extra support. We are proud of the good behaviour in our school and the mutual respect which is integral to our school community. We have a positive approach to behaviour management at Tudor Grange Primary Academy Meon Vale and details of this are explained in our school's behaviour policy which you will find on the policies page of our school website.



Early Years Foundation Stage

All children in the Early Years Foundation Stage are offered the maximum opportunity to develop intellectually, emotionally and socially within a safe environment that is both stimulating and caring. A wide range of high quality indoor and outdoor experiences which challenge, stimulate and extend their learning support children in developing their natural desire, interest, excitement and motivation to learn. Children learn to become confident and independent decision makers, ready for the next stage of their primary education. All children are encouraged to develop care, respect and appreciation for others, including those with beliefs, cultures and opinions different from their own.

Key Stage One

Pupils' independence and confidence will grow and develop throughout Key Stage One. Pupils will be able to share ideas, work co-operatively and imaginatively. Our pupils are enthusiastic learners who thrive on practical experiences. We encourage children to adopt a positive attitude to learning. When we have fun and work together we are successful learners.

Key Stage Two

Pupils will work with increasing independence and confidence throughout Key Stage Two.

We expect pupils to be able to work as a team. We encourage children to adopt a positive attitude to learning. When we have fun and work together we are successful learners

We encourage children to be self-starters and adopt a positive attitude to their learning. Children should have an independent approach to their learning.

Pupils will need to be able to work co-operatively, share ideas and apply their knowledge.

The Recruitment Process

The recruitment process is robust in seeking to establish the commitment of candidates to support the Tudor Grange Primary Academy Meon Vale's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. The successful applicant will be required to undertake an Enhanced DBS check. All applications will be considered on their merit and the post will be offered subject to the usual health and criminal record clearance. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.