



Deputy Headteacher Vacancy

Thank you for your interest in the role of Deputy Headteacher at Geddington CofE School.

Geddington is a one-form entry school with 197 pupils currently on roll. Our school has been at the heart of our village for over 200 years and enjoys close relationships with the wider community as well as the church.

The successful candidate will be committed to making a meaningful impact on the community we serve.

They will be an inspirational and strategic leader, capable of supporting the Headteacher in driving school improvement and fostering a positive school culture. They will work closely with staff and parents, building strong relationships and deepening the links that exist between the school and its stakeholders.



The governors and staff at Geddington are extremely proud of our school. Through our vision of 'Life in all its fullness' (John 10:10) and our core Christian values of Care, Respect, Responsibility, Joy, and Excellence in Learning we have created a supportive and inclusive environment where our learners are inspired and enthused to learn with a positive approach to develop themselves. We are committed to offering a broad and balanced curriculum infused with our vision and values, and to providing the highest quality of education through inspirational teaching and learning, thereby enabling every pupil to excel and fulfil their potential.



We were inspected by OFSTED in December 2022 and retained our standing as a good school. The overarching message from the inspector was that 'pupils are proud to attend this welcoming and inclusive school'. Other key highlights include their observations that the school provides a high-quality curriculum; has high expectations for SEND pupils; offers a calm and orderly environment where pupils of all ages play and learn together well, and that promotion of pupils' personal development is a strength of the school.

Deputy Headteacher – Geddington Church of England Primary School

Salary Range: L4 - L7

Geddington is a one-form entry school set in a beautiful historic village, and we offer a popular, caring and enriching environment for children from Geddington and surrounding areas. The Headteacher and governors would like to appoint an outstanding Deputy Headteacher who has a proven track record of sustained improvement within the Primary sector and a desire to deliver the best educational practices available to the pupils who attend our school. You will need to have experience of a successful leadership role and be able to demonstrate passion and enthusiasm for the concepts of our embedded vision and Christian values.

To apply for this position please apply via My New Term.

Your Supporting Statement should relate to the Job Description and Person Specification detailed in this pack and be no longer than 2000 words.

Applications should be submitted by 27th January 2026.

We invite you to visit our school to see the pupils and staff at work. Please contact the school office on 01536 742201 or email bursar@geddington.northants-ecl.gov.uk to make an appointment.

We look forward to hearing from you and receiving your application by midday on 27th January. Successful candidates will be invited to interview on 28th January.

Interviews and assessments will take place on 4th February 2026.



As a church school, we have very close ties with our local church, St Mary Magdalene. Revd Gillian Gamble is a regular visitor to the school and is also one of our governors.

Collective worship is embedded with our vision and values, and pupils are fully involved, not just as participants. We have developed a programme of Spiritual Ambassadors across the year groups to contribute to the ongoing development of spirituality throughout the school community. Some of our pupils have been trained as Mental Health champions to offer support to their peers. Our older pupils act as Reception Shepherds to help and support our youngest pupils at lunchtime and on the playground. We are a Global Neighbours school and regularly participate in fundraising for local and national causes.

Our recent SIAMs inspection highlighted how our close partnership with the local church deeply enriches our collective worship. It also celebrated the culture of belonging and celebration in the school, in which pupils and adults are known and valued and identified how caring leaders ensure well being is a priority, which enables children and staff to thrive.

We are extremely fortunate to have the support of our amazing Parents Teachers Association who raise much needed funds for a wide variety of enhancement opportunities for our pupils including amazing playground equipment, IT resources and trips and learning opportunities which would not be possible without their support.



Job description

Salary Range: L4 - L7

Responsible to: The Headteacher



The successful candidate will demonstrate passion and enthusiasm for children's learning, together with a strong commitment to delivering the highest standards of education within a happy, calm and safe environment. They will inspire and motivate both pupils and staff, modelling excellent classroom practice and demonstrating a clear commitment to high-quality curriculum design and delivery. This role includes 3 days of teaching in Year 2.

The Deputy Headteacher will take a key role in the leadership and management of the school. We are seeking a candidate who:

- Is approachable and professional, with highly effective communication and interpersonal skills;
- Is an excellent class teacher who models consistently strong teaching;
- Champions a vigilant safeguarding culture; ensuring the highest standards of child protection;
- Promotes and secures consistently high standards of teaching and learning, with a strong understanding of curriculum design, implementation and impact;
- Demonstrates a clear commitment to their leadership responsibilities while motivating, supporting and developing others;
- Has exceptionally high expectations of all pupils and staff, inspiring, challenging and encouraging others to achieve their best;
- Contributes meaningfully to the school's professional development programme, including coaching, mentoring and modelling effective practice;
- Actively promotes the school's ethos, ensuring that high achievement and positive relationships are expected of all members of the school community;
- Promotes the school's Christian values and vision;
- Confidently deputises for the Headteacher, providing strong leadership in whole-school operational management while contributing strategically to the school's vision, direction and continued improvement.

General Responsibilities:

School vision, culture & strategic planning

- Work with the headteacher to develop the school vision, promote a positive culture and lead change.
- Develop and maintain a positive, warm ethos, where staff and children thrive within a mutually supportive environment.
- Contribute to the strategic development of the school in line with the school aims and ambitions.
- Contribute to, implement and monitor the School Improvement Plan in consultation with the Headteacher, Governing body and staff.
- Champion staff wellbeing by ensuring a workload that supports a healthy work/home balance and access to high quality continuous professional learning.
- Ensure that learning and progress is at the heart of all strategic planning, empowering all children and staff to excel.
- Fulfill the leadership role in line with the SIAMs framework and deliver engaging and meaningful collective worship.

Personal conduct

- Work constructively and positively with the Headteacher, Senior Leadership Team, Governing Board and staff.
- Model and expect outstanding professional conduct and practice.
- Demonstrate positive relationships and attitudes towards all, modeling the very highest professional standards at all times.
- Lead by example – with respect, integrity, creativity, resilience, excellence in standards and clarity, to foster a culture of collaboration and shared responsibility to improve and sustain outcomes for pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services.
- Address parental concerns in a timely, measured fashion.
- Sustain wide, current knowledge of education and school systems locally, nationally and globally, and pursue continuous professional development.

Behaviour & safeguarding

- Work with the headteacher to ensure that our School is safe for all children and staff.
- Actively promote the health and wellbeing of all children and expect all staff and volunteers to share and demonstrate this commitment.
- Adopt the role of a deputy designated safeguarding lead and comply with Local Safeguarding arrangements.
- Ensure that safeguarding policies and procedures, in line with Keeping Children Safe in Education, are fully understood and implemented by all staff.
- Actively promote the safeguarding and well-being of children and staff whilst on the school site and when involved in school activities.
- Facilitate a safe, calm and well-ordered environment for children and staff, focused on safeguarding pupils and developing their exemplary behaviour in school.
- Support and sustain effective systems for the management of pupil's behaviour, including pastoral care and an effective anti-bullying policy.

Teaching, learning and curriculum

- Secure continuing success and sustained improvement, with a relentless focus on learning and high expectations that support children to fulfil their potential irrespective of starting point or background.
- Secure excellent teaching through an analytical understanding of how children learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' wellbeing.
- Implement and evaluate strategies which secure the highest standards of teaching and learning, maintaining a professional learning community focussed on sustained improvement in pupil outcomes.
- Support the development and execution of an appropriate curriculum which is continually assessed against its impact on learning and progress.
- Actively engage with classroom practice and standards of teaching to celebrate excellence and challenge under performance.
- Ensure assessment data is accurate, consistent and used effectively by staff.
- Analyse and interpret pupil performance data across the school, including groups such as disadvantaged pupils and those with SEND
- Identify trends and support staff in using data to inform planning, intervention and high-quality teaching.

Leading and Managing Staff

- Lead through high expectation, aspiration and innovation, being prepared and able to inspire others and address under performance.
- Promote ambitious standards for all children, overcoming disadvantage and advancing equality, instilling a strong sense of collective responsibility in staff for the impact of their work on pupil outcomes.
- Contribute to an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Lead a culture of achievement and consistently good practice, identifying, intervening and where needed, challenging underperformance at all levels.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Contribute to a leadership team to build capacity and develop a sustainable and effective management team for the school.
- Maintain a consistently visible approach within the school, modelling quality for others.
- Support distributed leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Contribute to school appraisal systems and processes that effectively support, challenge and develop self and others.
- Line manage colleagues and regularly review practice and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Support a professional development programme for all staff which meets the needs of the school and of individuals.

Strengthening Community

- Contribute to an outward-facing school which works with other schools and organisations, in a climate of genuine collaboration, to share best practice and help reduce workload.
- Demonstrate and model commitment to the school, our partners, children, families and our community.
- Create and sustain partnerships with parents/carers to support and improve pupil achievement and well-being.
- Build the reputation of the school and ensure that the school is represented positively in the community.

Operational management

- To provide operational leadership to the school when the Headteacher is not on site.
- Assist in managing the organisation and administration of the school.
- Be prepared to work flexibly to meet the operational needs of the school.

Other

- Job holders may be expected to undertake any other duties and tasks as reasonably defined by the Headteacher of a similar level not specified in this job description. This is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.
- This job description may be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder.
- All Staff on Leadership pay scales have their roles underpinned by and adhere to the professional duties of the Headteacher as contained in the School Teachers' Pay and Conditions Document and the National Standards of Excellence for Headteachers (2015).

Person specification

Personal Attributes required (on the basis of the job description) Essential (E) Or Desirable (D) Identified by: Application Form (AF), Interview (I), Test (T) or other					
Qualifications and Training The successful candidate will have:			Skills and Attributes The successful candidate will have:		
First degree or equivalent	E	AF	Ability to effectively hold others to account for their performance and outcomes	E	I
Masters level qualification	D	AF	Ability to enhance an environment of value, trust and respect	E	I
NPQSL (in process or completed) or other relevant leadership qualifications	D	AF	Ability to successfully establish links with the local community and external partners	E	I
Qualified Teacher Status	E	AF	Ability to work collaboratively	E	I
Be ambitious and willing to step up when required	D	AF	Ability to work closely as a team-member	E	I
Experience The successful candidate will have:	Ability to listen			E	I
Evidence of impact in a Senior Leadership role	E	AF/I	Personal Qualities and Attributes The successful candidate will have:		
Current Leadership Position	E	AF/I	A commitment to collaborative working	E	I
Thorough knowledge of teaching and learning across the primary phase	E	AF/I	Leadership style which reflects the importance of delegating responsibilities and empowering others	E	I
Background of successful leadership of school improvement strategies as a Senior Leader	E	AF/I	Commitment to the academic, personal and social development of children and families	E	I
Secure understanding of assessment strategies, data analysis and the use of assessment to maximise achievement	E	AF/I	An approachable and supportive demeanour	E	I
Experience of setting and monitoring challenging targets	E	AF/I	Excellent interpersonal, communications and organisational skills	E	I
Experience of working positively with parents and carers	E	AF/I	Commitment to involving others and maintaining strong and positive relationships with the whole school community	E	I
Experience and understanding of management of human and financial resources at a senior level	D	AF/I	Resilience and determination, with the ability to demonstrate empathy and respond to staff with a sensitive and considerate manner	E	I
Experience of working effectively with Governors	E	AF/I	Willingness to innovate, actively seeking new approaches and ideas	E	I
Understanding of effective pastoral and behaviour policies and practices	E	AF/I	Willingness to concede alternative approaches and get behind the team	E	I
Understanding of effective teaching and learning strategies	E	AF/I	Ability to take direction when appropriate	E	I
Skills and Attributes The successful candidate will have:	Commitment to promoting best practice in safeguarding and the welfare of young people			E	I
Ability to plan and allocate resources effectively	E	I	Strategic thinking	E	I
Ability to lead effective educational change	E	I	An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	E	I
Ability to listen to, take and follow guidance	E	I	Enthusiasm and the ability to motivate others, building morale	E	I
Ability to lead and inspire	E	I	Clearance through the Disclosure and Barring Service	E	I
Ability to take difficult decisions	E	I	Compliance and adherence to the document 'Guidance for safer working practice for those working with children and young people in education settings' & Guidance for Conduct	E	I
Ability to motivate, develop, support and challenge staff	E	I			

Application process

- Complete the application form online on My New Term by 27th January 2026.
- Successful applicants will be informed by 28th January 2026 and invited to interview.
- Interviews will be held on 4th February 2026.
- If you would like an informal conversation prior to applying, and a tour before or after application, please contact Mrs Tanya Peacock on 01536 742201 or email Mrs Sim-Jones at bursar@geddington.northants-ecl.gov.uk

For more information about our school, please visit our website : www.geddingtonschool.co.uk

