



St Leonards CE Primary Academy

Assistant Headteacher

Leadership Pay Range L4-L10 (£57,699 - £66,956)

Recruitment Pack



"Start children off on the way they should go, and even when they are old they will not turn from it."

Proverbs 22:6

Welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining St Leonards CE Primary Academy as our Assistant Headteacher for Whole School Leadership, EYFS, KS1, Early Reading and Phonics.

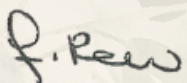
This is an exciting opportunity to join our Senior Leadership Team at a pivotal stage in our academy's journey. We are seeking an exceptional leader who shares our ambition for every child and who is passionate about developing outstanding teaching, learning and personal development opportunities for all.

At St Leonards, our Christian vision guides everything we do. We are proud of the nurturing environment we provide, where children are encouraged to flourish academically, socially, emotionally and spiritually. Our values of Be Respectful, Be Safe, Be Determined and Be Faithful underpin our work with pupils, families and staff every day.

As Assistant Headteacher, you will play a significant role in shaping the strategic direction of the academy, supporting school improvement and and developing colleagues through high-quality leadership, coaching and mentoring.

If you are an inspirational leader with the drive to make a lasting difference, we would be delighted to hear from you.

We look forward to meeting you.



Faith Rew
Headteacher

Why St Leonards CE Primary Academy?

At St Leonards CE Primary Academy, we are much more than a school. We are a caring and ambitious community where every child is known, valued and encouraged to thrive.

We are:

- An inclusive Church of England Academy.
- Part of the Diocese of Chichester Academies Trust.
- Committed to high standards of achievement and personal development.
- Passionate about outdoor learning, wellbeing and enrichment.
- Dedicated to creating opportunities for every child to flourish.

Our extensive grounds include:

- Forest School provision
- Sports Hall
- Sensory Garden
- Allotment
- Large playing fields

These spaces provide unique opportunities for children to learn, explore and grow.



Our Christian Vision & Values

Our Christian ethos is at the heart of academy life. We seek to create a community where everyone feels valued, supported and inspired to achieve their potential.

Everything we do is underpinned by our core values:

Be Respectful

We treat others with kindness, consideration and dignity.

Be Safe

We create an environment where children and adults feel secure, supported and able to succeed.

Be Determined

We encourage resilience, ambition and a commitment to lifelong learning.

Be Faithful

We live out our Christian vision through service, integrity and compassion.

These values shape our curriculum, relationships and leadership.



The Opportunity

Assistant Headteacher

Whole School Leadership, EYFS, KS1, Early Reading & Phonics Lead

This is a significant leadership role within our academy.

Working closely with the Headteacher, Governors and Senior Leadership Team, you will contribute strategically to the continued success of the academy while leading across the school with responsibility for EYFS, KS1, Early Reading and Phonics.

You will have the opportunity to:

- Shape the future direction of the academy.
- Lead school improvement initiatives.
- Develop colleagues through coaching and mentoring.
- Influence teaching and learning across the school.
- Drive excellence in Early Reading and Phonics.
- Support the Headteacher in delivering our vision for the school community.

Key Responsibilities

The successful candidate will:

Lead Learning

- Lead EYFS and KS1 provision.
- Lead Early Reading and Phonics across the academy.
- Model outstanding classroom practice.
- Promote high-quality teaching and learning across the school.

Improve Outcomes

- Analyse and present pupil achievement data.
- Monitor teaching, learning and assessment.
- Support adaptive teaching and inclusion.
- Drive improvements in pupil outcomes.

Develop Staff

- Coach and mentor colleagues.
- Lead professional development.
- Support ECTs, students and volunteers.
- Develop leadership capacity across the academy.

Strategic Leadership

- Contribute to the School Development Plan and self-evaluation processes.
- Support academy-wide improvement priorities.
- Build strong partnerships with families, the church and wider community.
- Deputise for the Headteacher when required.

Safeguarding

- Undertake the role of Deputy Designated Safeguarding Lead.
- Promote a culture where safeguarding is everyone's responsibility.

Who Are We Looking For?

We are seeking an exceptional leader who:

- Is an outstanding classroom practitioner.
- Has successful leadership experience within a primary school.
- Has expertise in EYFS, KS1, Early Reading and Phonics.
- Can lead, motivate and inspire others.
- Has experience of school improvement and self-evaluation.
- Uses data effectively to improve outcomes.
- Is committed to inclusion and high expectations for all pupils.
- Values partnership working with parents and the wider community.
- Supports and promotes the Christian ethos of the academy.
- Demonstrates resilience, positivity and integrity.

What We Can Offer You

At St Leonards, we believe our staff are our greatest asset. We are committed to creating a supportive and ambitious environment where colleagues are encouraged to grow, develop and flourish.

- A thriving Church of England academy.
- A supportive and experienced Senior Leadership Team.
- Opportunities to shape strategic school improvement.
- Extensive professional development and career progression.
- Trust-wide collaboration through DCAT.
- Dedicated staff wellbeing facilities.
- Enthusiastic, hardworking pupils who enjoy learning.
- Friendly, welcoming and supportive colleagues.

Salary

Leadership Pay Range L4-L10 (£57,699 - £66,956)

At St Leonards, we believe leadership is about service, relationships and making a lasting difference.

If you are an ambitious and values-driven leader who is passionate about excellence, inclusion and helping every child flourish, we would be delighted to receive your application and welcome you to our St Leonards family.

How to Apply

Please submit to mdavey@stlens.org:

- Completed application form
- Supporting letter of application (maximum two sides of A4)

To arrange a tour of our school please contact mdavey@stlens.org or 01424 422950 option 2. For an informal discussion about the role, please contact the Headteacher on 01424 422950.

Closing date: Tuesday 20th October 2026 @ 9am

Interviews: Friday 23rd October 2026

Safeguarding

St Leonards CE Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Enhanced DBS and safer recruitment checks will be undertaken.

A Message From Our Team

"St Leonards is a genuinely supportive place to work. Staff are valued, encouraged to develop and work together to achieve the best for every child."

"Our children are enthusiastic, caring and eager to learn. Every day brings opportunities to make a real difference."



St Leonards CE Primary Academy
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