A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES

LAAT

Harrowby Church of England Primary School

Deputy Headteacher

Deputy Headteacher

SALARY

L1 to L5 £51,773.00 - £57,137.00 FTE

HOURS

1.0 FTE with 0.8 Teaching commitment

START DATE

1st September 2026

LOCATION

Harrowby Church of England Primary School

APPLICATION DEADLINE

Friday 1st May 2026 (Noon)

INTERVIEWS

Friday 8th May 2026 (Timings TBC)

For an informal discussion about the role, or to arrange a visit, please contact Harrowby Church of England Primary School on enquiries@harrowby.laat.co.uk or on 01476 564417

Please go to My Trust Careers to apply

Practical Teaching Assessment

As part of our interview process, we aim, where possible and where applicable, to observe you teaching in your current school, with the agreement and support of your school's leadership. This allows us to see you in a familiar environment and gain an authentic understanding of your teaching practice.

If a visit to your school cannot be arranged, or if you do not consent to this, we will dedicate a significant portion of your interview to a practical teaching assessment within our own school setting, ensuring you still have the opportunity to demonstrate your skills in the classroom.

We believe some of the benefits of observing you teach in your current school include:

- Seeing you teach in your natural environment, using familiar resources and routines.
- It demonstrates how you manage your classroom, differentiate instruction, and engage students who you are familiar with, and students who are familiar with you.
- Teachers often perform better in their own setting, and we can observe how you integrate school-specific policies and curriculum.

If shortlisted, we'll get in touch with the Head of your school to make sure they're happy with the visit and to arrange a date and time that works for everyone.

LAAT

Welcome from the CEO of The Trust – LAAT
Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community** of **Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.

What our Colleagues say about us…

‘I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues’

“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”

‘Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else’

‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’

‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

‘The sense of shared purpose to make changes for children to improve their life chances’

Benefits of working in our Trust

We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the **Department for Education's (DfE) Education Staff Wellbeing**, joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme

About Harrowby Church of England Primary School

Harrowby is a happy and caring place where we have high expectations of all our children. Our aim is to ensure that every child's unique strengths are celebrated and strengthened alongside gaining an excellent academic, social, emotional and physical education.

Our Harrowby motto is: *The Heart of Harrowby – Hand in Hand We Learn*. We really value the partnership between home and school and see your child's learning journey through their time with us as a joint venture between all members of our school community.

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A strong Christian ethos encourages responsible behaviour and respect for others, in the context of Christian belief and practice. Our five Christian values are at the heart of everything we do. We use these values to be the very best we can be and achieve our potential in an environment where we feel valued, cared for and secure; in an environment that believes in us and we believe in it

Visitors are always welcome. Please do not hesitate to arrange a time to visit the school or telephone if there is anything you would like to ask us.

The Role

Being a Deputy Headteacher in small primary school is a unique and dynamic opportunity.

As an enthusiastic, compassionate and skilled teacher-leader, you will be making meaningful impact in a close-knit school community.

We are seeking a Teaching Deputy Headteacher with extensive Key Stage 2 experience to join our warm and welcoming primary school. This is a unique opportunity to combine high-quality classroom practice with strategic leadership in a nurturing and supportive environment.

You will teach your own class, model excellent practice and fostering a love of learning. You will also be required to be the leader in charge for one day a week in the Headteacher's absence, ensuring continuity, and high standards across the school.

This is a great opportunity to play a core role in shaping our school vision, driving improvement and supporting colleagues.

You will contribute to safeguarding, behaviour, curriculum development and the wider leadership of the school.

You will be a visible, positive presence for children, staff and families.

There is the opportunity to take part in our Trust leadership development programme, as well the board CPD offer that the Trust provide.

https://thelaat.co.uk/leaders-in-laat-a-blueprint-for-excellence/

Job Description

To be a member of the Senior Leadership Team.

To support the development and implementation of rich curriculum that has breadth, depth and balance whilst taking into account the local school context.
To secure high quality teaching and learning that allows pupils to build their knowledge and to apply that knowledge as skills.

Develop systems to measure outcomes that pupils achieve because of teaching and learning, ensuring they are fully implemented across the academy.

Support the development of an ethos of integrity, compassion and excellence throughout the Academy and community which it serves in order to value self-esteem alongside respect for others.

To maintain high morale and set an example of professionalism, high quality performance and leadership.

Develop in all pupils the skills, attitudes and stamina required for life-long learning and success in a rapidly changing world.

Enhance opportunities through partnerships between parents / carers, pupils, staff, other trust schools and the local community to maximise the benefits of being a Trust school.

Support the distinctively Christian ethos of the Academy and build on these foundations.

Key Priorities

Make a significant contribution to the continued development and success of the Academy.

Support the Headteacher in the leading of Teaching and Learning to ensure learners achieve the best possible results academically and with regard to the school values.

Alongside the SLT, ensure that the strengths of the school and the improvements in standards are well understood in the local community.

Key Tasks and Responsibilities

Work alongside the Headteacher to devise and implement the Strategic Direction of the School, with focus on teaching and learning.

Work alongside the Headteacher, Trust and other key stakeholders to ensure that the school's and Trust's vision are clearly articulated, shared, and understood.

Work within the school community to translate the school's vision into agreed objectives that promote and sustain school improvement.

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Motivate and work with others to create a shared culture and positive environment.

Support the implementation of the School Development Plan ensuring that pupils achieve high standards, make good progress and that teaching is effective.

Ensure that the day to day running of the Academy supports Trust policies, vision and aims.

Leading Teaching and Learning

Support the Headteacher in the monitoring and leading of an appropriate, comprehensive, high quality and cost-effective curriculum in the Academy.

Actively monitor and respond to the curriculum development and initiatives at national, regional and local levels.

Monitor, evaluate and review classroom practice, ensuring accountability of staff for the progress of their pupils.

Maintain a consistent and continuous focus on students' achievement, ensuring resources are deployed to enhance progress.

With the Headteacher, organise and monitor the curriculum in line with Trust priorities, vision and ethos, evaluating its effectiveness and reporting findings to the Headteacher.

With the Headteacher, monitor the quality of teaching and pupils' achievements including the analysis of performance data, to ensure enhanced progress

Managing the Organisation

With the Headteacher, develop and implement organisational structures and procedures to enable management processes to work effectively in line with legal requirements.

With the Headteacher, produce and implement clear, evidence-based School Development Plans for the improvement of the Academy.

Assist the Headteacher in recruiting, retaining and deploying staff appropriately and assist in managing the staff's workload to achieve the vision and goals, linked to the Development Plan.

Support effective Growth and Development processes within the school as aligned with Trust policy.

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Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.

Developing Self and Working with Others

Regularly review own practice and take responsibility for own personal development.

Implement and maintain effective strategies and procedures for teaching staff induction, professional development and performance reviews.

Treat people equitably and with dignity and respect to create and maintain a positive Academy culture in line with the Trust's ethos and values.

Ensure clear delegation of tasks and responsibilities, so that teams and individuals undertake effective planning, allocation, support and evaluation of work.

Acknowledge responsibilities and celebrate achievements of teams and individuals to promote a positive successful culture across the whole Academy.

Build a collaborative learning culture within the school and actively engage with other schools/stakeholders to build effective learning communities.

Manage own workload and that of others to allow an appropriate work/life balance.

Securing Accountability

Fulfil commitments of contractual accountability to the Headteacher.

Work with the Headteacher, providing information, objective advice and support to enable the Trust to meet its responsibilities.

Support the Headteacher in developing and strengthening the Academy ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

With the Headteacher, ensure individual teaching staff accountabilities are clearly defined, understood, agreed and subject to rigorous review.

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Strengthening Community

Support the Headteacher in building a school culture and curriculum which consider the richness and diversity of the school's communities.

Ensure learning experiences for students are integrated with the wider community, and that some of these are community based.

Collaborate with other agencies to promote the academic, spiritual, moral, social, emotional and cultural wellbeing of students and their families.

Support the creation and maintenance of effective partnerships with parents and carers to support and improve students' achievement and personal development.

Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the Academy to enrich its value to the wider community.

Co-operate and work with relevant agencies to protect children.

Carry out any other reasonable duties commensurate with the role.

Safeguarding

Ensure that the school is a safe place for children, ensuring that all safeguarding procedures are of the highest standard

Be a named DDSL and support the DSL and promote the accurate recording and management of safeguarding concerns and ensure compliance with statutory guidance

Ensure consistent and thorough procedures and practices of all staff in relation to being vigilant to the safeguarding of all children including liaison with outside agencies.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy.

In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

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Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience	Essential	Desirable
Qualified Teacher Status with a successful ECT period completed	*	
Evidence of continuing professional development in leadership development	*	
Evidence of CPD in school management programme or similar		*
Significant experience of curriculum leadership with sustained record of subject improvement	*	
Significant experience of Upper Key Stage 2	*	
Evidence of leading a curriculum development through to implementation	*	
Evidence of successfully leading and sustaining educational initiative	*	
Evidence of effective appointment and personnel management	*	
Experience of leadership within a Church School		*

Professional knowledge and understanding

Understanding of the mission and vision of the Church of England and the Diocese of Lincoln	*	
Knowledge of ways to build, communicate and implement a vision within a school	*	
Demonstrate ability to lead change, creativity and innovation and motivate others to do the same	*	
Awareness of strategies for communication, both within and beyond the school and community	*	
Understand strategies for ensuring inclusion, diversity, and access to education for all	*	
Curriculum design and management	*	
The self-evaluation process and its role in driving continuous improvement	*	
The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	*	
Understanding of and commitment to safeguarding and promoting the welfare of young people	*	
Building and sustaining a learning community	*	

Financial planning, budgetary management, and principles of best value		*
Legal issues relating to managing a school, including equal opportunities, race relations, disability, human rights, and employment legislation	*	

Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance (Trust will obtain)	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Ability to develop and maintain a clear vision and lead others to plan and deliver it	*	
Ability to articulate this vision to diverse audiences and a commitment to inspire others	*	
Ability to establish successful relationships at all levels and have good communication skills both verbal and written	*	
Ability to lead, coordinate and delegate with enthusiasm, energy, vigour and perseverance	*	
Ability to exercise accountability effectively, efficiently, and fairly	*	
Ability to foster a culture of respect and openness;	*	
Be passionate about Church School education and learning	*	
Display and role model resilience and perseverance	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.

Our commitment to you

We believe that our all Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.
Listening – we welcome feedback.

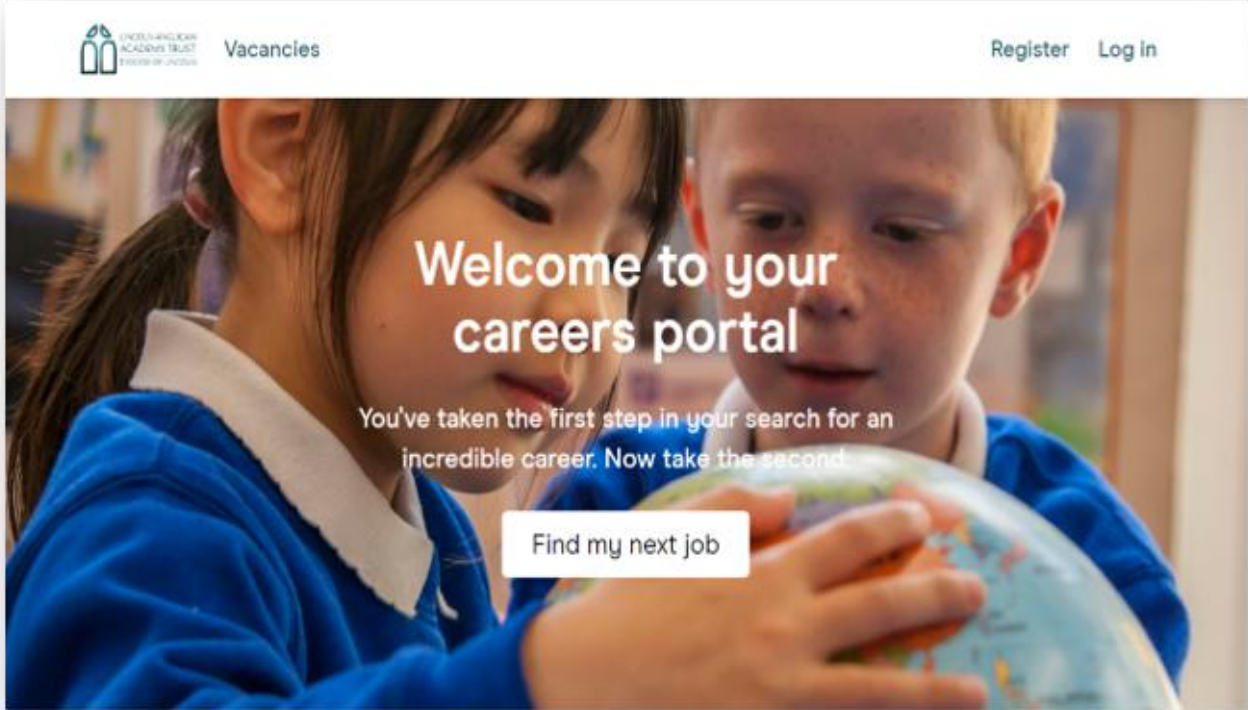
We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.

Please see link to our privacy notice for prospective candidates:

Opportunities - LAAT (thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

My Trust Careers and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.