

# Deputy Headteacher

Nurture | Educate | Achieve | Transform

Apply before Monday  
24th March 2025

# Table of Contents

**01**

Message from the CEO

---

**02**

Message from the  
Headteacher

---

**03 - 04**

About NEAT

---

**05 - 06**

About Benfield School

---

**07**

The Advert

---

**08 - 10**

Job Description

---

**11 - 12**

Person Specification

---

**13 - 14**

Working with NEAT

---

**15**

Living in the North East

---

# Message from the CEO

Thank you for your interest in finding out more about the role of Deputy Headteacher at Benfield School. This pack tells you more about our Trust, the role and the person we are looking for.

The NEAT Academy Trust YouTube channel has a welcome video so you can see our Trust in action and find out more about us: [https://www.youtube.com/watch?v=jd8aeTt8\\_pU](https://www.youtube.com/watch?v=jd8aeTt8_pU) and I would encourage you to visit the school website where you can see our whole Trust relational work in practice.

As someone who has worked in education for a number of years, I know that it really can be the most rewarding and inspiring job in the world but I also know that it is a very challenging one too. I honestly believe that Benfield School will provide that real hearts and minds experience for the right candidate alongside being part of a Trust that will absolutely provide support. I wanted to take this opportunity to personally tell you a little bit more about our Trust and our future ambition as we enter an exciting phase of potential growth.

Our Trust is built on the belief that every child can be successful. In collaboration with leaders across the Trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation, allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a Trust and I think now is a really exciting time to join both Benfield School and the wider Trust. We, like all Trusts, are developing relationships with schools who share our vision and values as we look to build on our successes and create a stronger trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families, but that we can make a greater difference by being together.

I'm confident that this new opportunity to join the senior leadership team at Benfield School will offer the right person the next step on a long-term career path with NEAT. I was appointed as CEO from a headship role within the Trust and we are committed to growing our own exceptional leaders.

We believe we make a greater difference by working together as one Trust and having shared values at the heart of everything that we do. We'd love to hear from you if you also share this view and the values of the school.



**Debi Bailey, Chief Executive Officer**

# Message from the Headteacher

Thank you for your interest in finding out more about the role of Deputy Headteacher at Benfield School.

Benfield is a diverse and exciting school in the heart of our community serving families in the east end of Newcastle. We are a school progressing well on an exciting journey of rapid improvement in supporting and leading our fantastic pupils and staff. As our vision states, we aim ***to be one community with a relentless ambition to grow leaders inspire the extraordinary and achieve excellence for all.*** We practice this everyday by utilising our relational practices which are the bedrock of how we bring our four pillars and values alive:

- Leadership *with integrity*
- Ambition *through resilience*
- Community *with kindness*
- Excellence *and pride*



At Benfield, we unashamedly focus on both the educational outcomes and the personal attributes our pupils require to be successful in their lives. We believe that this is the intrinsic purpose of running a successful, happy school where our pupils thrive. We are incredibly proud that we are achieving this by taking a child centred approach - our pupils are the most important people in our building.

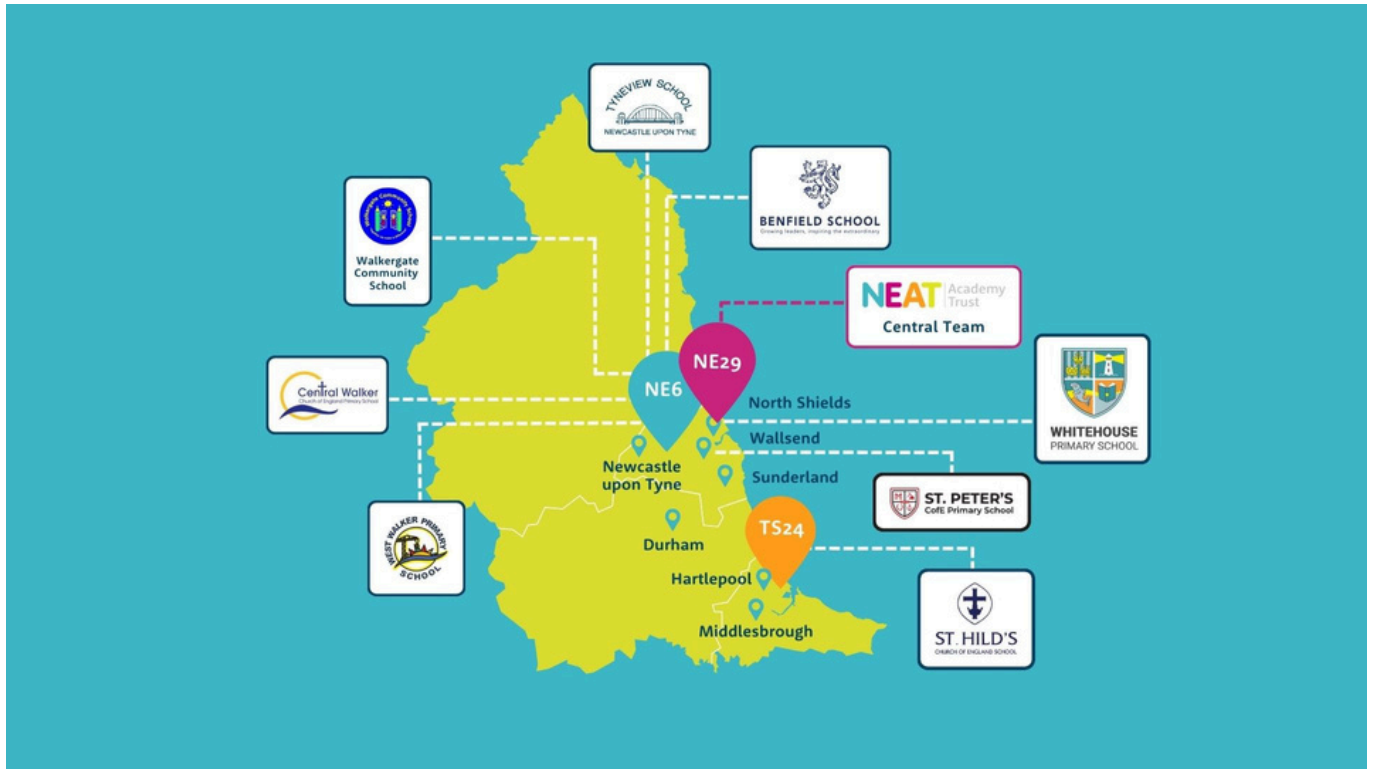
We hope that from reading about Benfield School and NEAT that you feel excited that the next step in your career could be as a Deputy Headteacher at our school. If successful, you would join a senior team whose shared purpose ***to work as one community to achieve the very best for our pupils,*** is at the heart of everything we do.

I would welcome visits to the school so you can meet us before deciding whether to apply. We would like to encourage you to make an appointment so I can tell you more about the role. Please register your interest by contacting my PA, Joanne Blyth, [j.blyth@neatat.org.uk](mailto:j.blyth@neatat.org.uk)

**Anthony Martin, Headteacher**

# About NEAT

Our Trust was established in 2017 and currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool.



We are a “mixed” multi academy Trust as we have three Church of England schools and five schools without a religious character. The Trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the Trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.



8 schools



£35 million budget



500+ employees



# About NEAT

## Making a difference

Each school is encouraged to have its own ethos and character but to work collectively as one Trust to achieve our shared purpose, vision and strategic priorities.

## Our shared purpose

**We exist to nurture, educate, achieve and transform together.**

**Nurture**

**We support and challenge to enable growth.**

**Educate**

**We prepare successful, lifelong learners.**

**Achieve**

**We strive to be the best we can be.**

**Transform**

**We provide experiences and opportunities that enrich and empower.**

## Our Vision

We are one Trust, working with partners, to grow potential.

## Find out more



## Our Governance

The Trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the Trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

# About Benfield School

## Our Purpose

To work as one community to achieve the very best for our pupils.

## Our Vision

To be one community with a relentless ambition to grow leaders, inspire the extraordinary and achieve excellence for all.

## Our Values

We structure our ambitions for pupils through these pillars and values which we created as one community:

1. **Leadership** with *integrity* - we aim to grow leaders and as such provide meaningful and structured opportunities to develop leadership skills at all levels.
2. **Ambition** through *resilience* - we encourage pupils to foster their own ambitions for both their academic and their wider personal development learning.
3. **Community** with *kindness* - we want our pupils to exceed not only academically but also personally and become positive role models within their community.
4. **Excellence** and *pride* - we are always looking for ways to further improve on the already high quality of education and learning opportunities that we provide to pupils.



In collaboration with local primary schools, Benfield was one of the founding members of NEAT Academy Trust. All school leaders shared a common vision from the very beginning and this remains a key strength. At the heart of our trust is the absolute aim to nurture, educate, achieve and transform the lives of young people and our communities.

At Benfield, we are relentless in our pursuit of excellence and in our efforts to provide our pupils with the opportunity and support they need to reach and exceed their potential. We know that working together as one community: parents/carers, pupils and staff is the most effective way of ensuring that our pupils will be more than equipped to take their next steps in life and to achieve excellence.

Our provision includes an Additionally Resourced Centre (ARC) for students with physical and medical disabilities and Additionally Resourced Provision (ARP) for students with social communication needs which add to the unique, inclusive and collaborative ethos of the school.



# About Benfield School

Benfield, like all schools, has faced challenges during the last few years and is currently judged as Requires Improvement. Since then, Benfield has been ranked as one of the top 10 most improved schools for attendance in England. Benfield has shown how strong leadership and a caring, personalised approach can make a huge difference. The approach has been driven by our trust-wide priority to know our pupils, community and staff well.

As a senior leadership team, we are working together to build on the current strengths of Benfield students, staff and governors to secure ambitious standards and educational outcomes as the school continues on its' exciting journey.

We have faith that taking your first step on this career path with NEAT will give you new challenges, great rewards and the opportunity to shape our trust to make a real difference.



## Our school premises

We also have some of the best sports facilities within the city of Newcastle. These include:

- 20-metre swimming pool
- sports centre with six badminton courts and international standard gymnastics centre
- dance studio
- multi-use sports hall
- fitness suite
- 3G all-weather pitch
- extensive grass playing fields



Our students have access to all of these sports facilities, through PE lessons and extra-curricular activities. Pupils from local schools also share these benefits.

In 2024, NEAT Academy Trust and Newcastle City Council received a £4 million grant from the Government's Public Sector Decarbonisation Scheme for eco-upgrades to improve the energy efficiency of the school site. It's an exciting project for pupils to see and learn about the school's transition to low carbon energy use with new air source heat pumps and solar panel technology.



# The Advert

## **Benfield School**

Deputy Headteacher

Leadership Group Pay Range L19 - L23 (£77,552 - £85,529 per annum)

To start in September 2025 (or earlier with agreement from current school)

We invite interest in this new opportunity to join the senior leadership team at Benfield School, which is one of eight schools within NEAT Academy Trust. At the heart of our Trust is the aim to nurture, educate, achieve and transform the lives of young people and our communities.

Benfield School is part of a vibrant, diverse and welcoming community. At Benfield, we unashamedly focus on the educational outcomes of our students. We believe that this is the intrinsic purpose of running a successful school and we are exceedingly proud that we achieve this by taking a truly child-centred approach.

Our journey to ensure improved whole school progress and attainment outcomes for all learners is already underway. We are looking for the right person to join our Senior Leadership Team to drive forward our key priorities and plans in line with our school development plan.

We are looking for an inspiring leader, with the drive and vision to build upon the school's successes to date and develop a shared expectation of high educational standards in the school. You will continue the school improvement journey of Benfield School, champion our young people and relentlessly strive for the very best. This post offers a rare opportunity to work in real collaboration across both primary and secondary phase leading to exciting, innovative, practice.

The ideal candidate:

- Has proven experience as a senior leader in a secondary school.
- Has a track record of successfully implementing whole school strategies that improve pupil outcomes and raise aspirations.
- Can evidence the ability to successfully develop teams of professionals, delegating with accountability whilst managing change.

**Interested in finding out more about this unique opportunity?** We would welcome school visits from potential candidates to arrange a date and time please get in touch with the Joanne Blyth, PA to the Headteacher at [j.blyth@neatat.org.uk](mailto:j.blyth@neatat.org.uk) You can also find out more information about the role and our school in the attached Candidate Recruitment Pack.

**Interested in applying?** If you share our passion and believe you can make a difference, please read the accompanying job description and person specification and complete an application form by clicking 'apply now' no later than 9am on Monday 24th March 2025.

**Expected interview dates - Tuesday 1st April 2025.**

*NEAT is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. This position is exempt from the provisions of the Rehabilitation of Offenders Act and a satisfactory Enhanced DBS from the Disclosure and Barring Service is required as part of pre-employment checks. For shortlisted candidates, we will conduct an online search as part of our screening.*

# Job Description

<b>Job Title:</b>	Deputy Headteacher		
<b>School:</b>	Benfield School		
<b>Grade:</b>	Leadership Pay Range L19 – L23		
<b>Responsible to:</b>	Headteacher		
<b>Responsible for:</b>	Assistant Headteacher(s) or Directors of Learning as allocated		
<b>Date:</b>	February 2025	<b>Status:</b>	Final
<b>Job purpose:</b>	Ensuring a high quality of strategic leadership in the development, implementation and evaluation of strategies of school improvement and excellence within the context of the trust's shared vision and principles. Key accountabilities and school development priorities as allocated		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

## General

1. To carry out the professional duties of Deputy Head Teacher as set out in the School Teachers' Pay and Conditions Document including deputising for the Headteacher in their absence.
2. As a member of Benfield's Senior Leadership Team, to ensure the effective day-to-day management of the school and lead, motivate and inspire students, staff, parents and the wider community.

## Educational Leadership and Management

3. Make a significant contribution to the school's self-evaluation and the development, implementation and evaluation of appropriate school improvement strategies and plans for the academy by working collaboratively with the Headteacher the Senior Leadership Team, Local Governors, the Trust's School Improvement Executive Team and the Chief Executive Officer.
4. Strategic leadership of the intent, implementation and impact of school strategies, which meet the needs of all learners within the context of the Trust's shared vision and principles and reach secure, successful outcomes.
5. Provide professional Leadership of school's inclusion systems and practices and ensure ambitious pupil outcomes for the Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management are achieved.
6. Lead where required and support other leaders in the planning, implementation and evaluation of processes for admission and transition throughout the school.

7. Lead where required and support other Senior Leaders to ensure the effective delivery of strategies and plans for SEND pupils.
8. Lead where required and support other Senior Leaders in the development, implementation and forecast impact of an ever improving broad and balanced curriculum to include the characteristics of the NEAT learner and ensure that all pupils are well prepared for their post-16 pathway.
9. Line manage Assistant Headteachers, Directors of Learning or middle leaders.

## **Strategic Leadership and Management**

As a member of the School's Senior Leadership Team and as a Senior Leader within the Trust:

10. Work with all stakeholders to embed our strategic Trust vision for Benfield School, alongside a positive school ethos, climate and culture.
11. Lead and manage the school in partnership with colleagues, Local Governors and the Trust.
12. Develop, plan and deliver short-term and medium-term objectives for the school within the context of the Trust's vision, strategic plan and the school's development plan.
13. Develop, review and evaluate the impact of school-wide policies and ensure these translate into effective practice.
14. Promote and develop the values of NEAT within the school.
15. Contribute professionally to the broader NEAT agenda including the development, delivery and evaluation of Trust-wide priorities and plans and working collaboratively with other academies and schools.
16. Provide professional oversight of learning support throughout the school, ensuring that statutory, school and pupil's needs are met efficiently.
17. As and when necessary, act as the Designated Safeguarding Lead to take the strategic lead for safeguarding.

## **Curriculum and Resource Management**

To contribute to key priorities listed below, but taking the strategic lead on one or more area, as directed by the Headteacher depending on the needs of the school:

18. Contribute to the personal development curriculum offer from Key Stage 3 to Key Stage 4, ensuring that character education, PSHCE, RSE, Citizenship and extra-curricular activities meet the needs of all pupils and ensure positive outcomes.
19. Enable a high quality of education to be achieved by contributing to the development, implementation and evaluation of:
  - a whole school curriculum from Key Stage 3 to Key Stage 4; and
  - whole school teaching, learning and assessment which meets the needs of all learners within the context of the trust's shared vision and principles.
20. Contribute to the development, implementation and evaluation of strategies of Behaviour for Learning, attendance and pastoral care and welfare including safeguarding, which meet the needs of all learners within the context of trust's shared vision and principles.

## **People Leadership and Management**

21. Develop and maintain a culture of working together and collective responsibility to achieve high standards throughout the School and the Trust.

22. Manage the performance of colleagues who directly report to this post and ensure that staff receive appropriate recognition, support, development and challenge to achieve those high standards and expectations.

23. Promote a culture of reflective practice and continuous professional development that enables all staff to achieve their full potential. Contribute to and participate in shared CPD arrangements across NEAT, e.g. NEAT ELE programme.

24. Support the development of capacity and skills within the school's middle leadership team.

## **Parental, Community and Sector Engagement**

As a member of the school's Senior Leadership Team:

25. Develop strong and effective partnerships with parents and carers.

26. Create proactive links with the community.

27. Take an active role in developing networks across the education sector including other secondary schools and multi academy trusts.

## **Trust Responsibilities**

28. Work to fulfil the vision and values of the Trust.

29. Assist in maintaining a healthy, safe and secure environment and act in accordance with the Trust's health and safety policies and the school's/central team's health and safety procedures.

30. Promote and implement the Trust's equality and diversity policy in all aspects of employment and service delivery.

31. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the Trust's safeguarding policy and school's child protection policies and protocols.

32. Assist in ensuring the Trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.

33. Participate in appraisal, training and development and other activities that contribute to performance management.

34. Attend and participate in regular team and 1:1 meetings.

# Person Specification

<b>JOB TITLE:</b>	Deputy Headteacher - Benfield School
<b>DATE:</b>	February 2025
<b>STATUS:</b>	Final

<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
<b>Knowledge and qualifications</b>					
1. Qualified teacher status.	E	✓		✓	✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd.	D	✓			✓
3. Evidence of personal commitment to lifelong learning.	E	✓		✓	
4. Wide, current knowledge and understanding of national and local education policy and research and how it translates into the school's/trust's context	E		✓	✓	
5. Thorough understanding of how young people learn, the core features of effective school systems in supporting a positive culture, and climate, to ensure success in all areas of school life.	E		✓	✓	
6. Thorough and wide knowledge of safeguarding issues.	E			✓	
7. Knowledge of the SEND Code of Practice.	E	✓			
<b>Experience</b>					
8. Outstanding teacher with a track record of improving outcomes.	E	✓		✓	
9. Experience as a Senior Leader in a secondary school.	E	✓		✓	
10. Evidence of impact on raising standards and improving outcomes.	E	✓			
11. A. Experience of leading aspects of safeguarding. B. Experience of leading on whole school attendance or areas of attendance.	E			✓	
12. Experience of working collaboratively with leaders in other schools to achieve shared priorities and/or of supporting other schools.	E	✓		✓	
13. Experience of accurately analysing quantitative and qualitative data to evaluate school performance and identify school improvement priorities and actions.	E	✓		✓	



<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
14. Track record of successfully implementing and evaluating whole school strategies to improve pupil outcomes and raising aspirations.	E	✓		✓	
15. Evidence of successfully developing teams of professionals, delegating with accountability and managing change.	E	✓		✓	
<b>Skills and competencies</b>					
16. Inspires and influences all stakeholders to support the fundamental importance of education and aspiration in young people's lives.	E		✓	✓	
17. Ability to put assessment frameworks into practice.	E	✓	✓		
18. Demands ambitious standards and high expectations for all pupils.	E		✓	✓	
<b>Other</b>					
19. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
20. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
21. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	
22. Ability to safeguard and promote the welfare of children including; motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	

# Working with NEAT

## Our Benefits

We offer careers that make a real difference to young people's lives. We recognise that our colleagues are central to everything we do and deserve to be rewarded and recognised. Scan the QR code to view our benefits package:



## NEAT's commitment to equity, diversity and inclusion

**Our overarching aim is:** To live our mantra of knowing our children and families, community and each other well, we will foster a sense of belonging within and across our organisation, enabling our young people, staff and volunteers to thrive. By becoming a Trust of sanctuary, we will create a welcoming and safe environment for all.

### This will enable us to progress:

- our Trust vision of, "One Trust, working with partners to grow potential";
- ensuring everyone in the Trust shares our value of being inclusive; and
- our strategic priority that, "Diverse voices are represented, valued and shape the vision and strategy of the Trust".

### We commit to:

- developing an increasingly comprehensive range of data and insights;
- deepening the understanding of our workforce and governance volunteers of the diverse characteristics of our community;
- enabling a culture which is inclusive and values diversity;
- recruiting, retaining and developing a workforce and governance volunteers who are more representative of our community;
- engaging diverse voices to ensure we understand and are responsive to a wide range of perspectives;
- developing systems and processes that ensure we actively consider the impact of our decisions on diversity, equity and inclusion.



# Working with NEAT

## NEAT's commitment to safeguarding children and young people

The Trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.



# Living in the North East of England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Whilst nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life. You can find out more about our vibrant region and the pride we have for our passionate city here:



**NEAT** | Academy  
Trust



**BENFIELD SCHOOL**

Growing leaders, inspiring the extraordinary