



Deputy Headteacher (Academic) & Deputy Headteacher (Pastoral)

Location: Berwick Academy, Northumberland

Salary: L21-25

Start Date: September 2026

Contract: Permanent, Full-time

Two Leaders. One Vision. A Brand New Chapter.

Berwick Academy is at a historic turning point. Under new leadership and with a state-of-the-art new build confirmed for 2028, we are rebooting, refocusing, and reclaiming our place at the heart of this Northumberland community. This isn't a 'business as usual' appointment; this is a rare opportunity to redesign the DNA of a school from the ground up.

We are seeking **two** dynamic, solution-focused leaders to form the engine room of our school. We don't need managers; we need leaders who are architects of change:

- **The Academic DHT** will be the visionary behind a first-class curriculum, driving pedagogical innovation and radical progress.
- **The Pastoral DHT** will be the architect of our culture, building an environment of belonging, high expectations, and uncompromising standards.

You will be an energetic, creative problem-solver. You don't see barriers; you see puzzles to be solved. You thrive in environments where you are empowered to be brave and where your impact is visible every single day. You believe that excellence is a habit, not an act.

The Berwick Opportunity: Why Join Us Now?

This is more than a leadership role; it is a seat at the table for a historic transformation. We are looking for pioneers to help us navigate these landmark shifts:

- **A £50m future:** This isn't just about moving buildings; it's about reimagining education. You will help design and transition into our £50m world-class campus in 2028, ensuring our physical environment matches our radical academic and pastoral ambitions
- **Two-tier revolution:** Shape the educational landscape of the Berwick community as we lead the transition to a two-tier system in September 2026.
- **Inclusion at the heart:** Gain strategic oversight of our brand-new, purpose-built SEND unit, ensuring it becomes a regional centre of excellence for inclusive practice.

- **Radical autonomy:** Work directly with a newly appointed Headteacher (Easter 2026) who values creative thinking and provides the platform for you to lead with genuine authority.
- **Strategic Flexibility:** We understand that elite leadership requires time for deep work. We are open to discussing flexible working arrangements that provide the necessary autonomy to focus on long-term strategy. We are committed to finding a balance that allows you to lead at your best while respecting your life outside of school.
- **The best commute in the North:** Forget the stop-start gridlock of the city. Whether you are coming from Alnwick (35 mins), Newcastle (approx. an hour), or the rugged beauty of the Scottish Borders (30–45 mins), your commute is a clear-run, A1-straight journey through some of the UK's most stunning landscapes.

How to apply

We strongly encourage potential candidates to visit the school or book a virtual coffee / Teams call with the Headteacher, Kelly Holbrook, via headteacher@berwickacademy.co.uk

Closing date: Monday 11th May 2026 (12 noon)

Interviews: Thursday 14th and Friday 15th May 2026

We want to hear your story: tell us about your **impact to date**. Please pay close attention to the person specification and job description in your application and clearly state which post you are applying for (Academic or Pastoral). Completed application forms and letters (no more than 3 sides of A4) should be returned to the school by emailing half@berwickacademy.co.uk

Further information can be found on our website: www.berwickacademy.co.uk

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. An enhanced DBS disclosure is required for this post.