



# Blackthorn Primary School



Deputy Headteacher

## **Welcome from the Chair of the Board of Trustees**

We are delighted that you are interested in applying for a position at Northampton Primary Academy Trust (NPAT).

Northampton Primary Academy Trust was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality-first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes from small to large, split site primaries and covering a diverse geographical range and socio-economic mix.

NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively more than a single school could achieve alone. NPAT improves its schools' using teamwork and innovation through partnership working that brings together children, parents, teachers, governors, and school leaders.

From the original five schools we have seen progressive growth, with fourteen schools currently on board. Whilst we grow in size, the Trustees and Executive Team are keen to ensure that we retain the values, ethos, and moral purpose upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey, and we would be delighted to welcome you on board to be an integral part of it.

Thank you

**James Marscheider,  
Chair of the Board of Trustees,  
Northampton Primary Academy Trust (NPAT)**

## **NPAT- Our Vision and Values**

The Northampton Primary Academy Trust (NPAT) was formed in 2012 and is currently a collaboration of the following schools:

Abington Vale Primary School  
Blackthorn Primary School  
Brook Primary School  
Hunsbury Primary School  
Headlands Primary School  
Primary School  
Community

Rectory Farm Primary School  
Simon de Senlis Primary School Ecton  
Thorplands Primary School East  
Upton Meadows Primary School  
Weston Favell CE Primary School Lings  
Stanton Cross Primary School Langland  
Park Junior School

### **Vision Mission, and Values Statement**

With responsibility for 4700 children NPAT is driven by our aspirational vision: ***to achieve educational excellence, create opportunities and enrich lives.***

To achieve this, our mission is ***to develop a multi-academy trust of highly effective and sustainable schools.***

We know that there is greater potential for realising our vision through working together as a family of schools providing support, collaboration, and challenge. We are 'one school with many doors'. Our collective strength is epitomised through a shared focus on ensuring great teaching and curriculum, focussing on the most efficient use of resources to provide maximum value for money. We hold safeguarding in the highest regard and ensure that all our schools have robust policies and procedures in place to secure exemplary practices. Although our schools retain their own individual, unique character our strength is built on synergy - the belief that we can achieve more collectively than alone.

We have clear values and beliefs that guide us in how we act and in decisions that we make. We are driven by the determination to ensure that our schools sit at the heart of their local communities and are drivers for educational excellence for all. Our moral purpose is rooted in high aspiration and ambition for all children, including those who face the greatest disadvantage in our most deprived communities and children with Special Educational Needs and Disability. We are responsible for developing future citizens who have a voice that is heard, and who understand their place and responsibility in society.

We ensure that we use evidence-based research to inform our educational priorities. We recognise the importance of both high academic achievement and the development of the whole child through a wide range of opportunities with external partners, including the Royal Shakespeare Company and National Gallery.

We expect all our school leaders to adhere to The Nolan Principles of Public Life which form the basis of the ethical standards expected of public office holders.

### **Our Trust Priorities**

The aim of our Education Strategy is to further improve educational provision and raise the academic attainment of all children across the trust. We aim to achieve this through engaging with evidence and:

- Improving the quality of teacher and support staff professional development to ensure high quality provision for all children
- Ensuring schools have a consistent and effective approach to teaching
- Securing high-quality leadership at all levels across schools
- Ensuring schools have a broad, rich, and rigorous curriculum offer across core and wider curriculum subjects
- Developing and implementing an effective, evidence-based Inclusion strategy to ensure the best provision and outcomes for all disadvantaged and vulnerable children

Our Education Team supports our schools to drive improvement towards these priorities. School leaders are responsible for ensuring that the Trust education priorities are delivered within their individual schools.

## **Message from the Chief Executive Officer**

The school had a section 5 Ofsted in September 2022 and was judged Good by Ofsted. The staff at Blackthorn have worked tirelessly and outcomes across the school are good. The school is known for its excellent inclusion provision and wider curriculum opportunities, particularly sport and the performing arts. Behaviour is good and children's needs are well catered for. The governing body is strong and supportive, providing both challenge and support on the school's improvement journey. The school is also proud to be the base for the trust training rooms.

Blackthorn takes an active role in the Trust, participating in a number of curriculum projects across all our schools, including our annual Shakespeare unit with the Royal Shakespeare Company and the trust-wide Take One Picture collaboration with the National Gallery. The school is also actively involved with the RSC leading on RSC ambassador training, hosting First Encounters so NPAT children and local communities can experience a Shakespeare play first hand and working on research projects.

Can you meet that challenge? Welcome to the future of primary education.

Should you choose to join us, you will enter at a hugely exciting time. As our MAT grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer.

We look forward to receiving your application.

Julia Kedwards OBE

**NPAT Chief Executive Officer**

*Located on the Eastern district of Northampton, Blackthorn is a one-form entry primary school with a nursery. In addition, Blackthorn Primary is very proud to run a Specialist Unit for children with an EHCP identifying a need for support with SEMH. Our school is driven by a passion to provide educational excellence for the children in our community.*

*The children at Blackthorn are polite, respectful and keen to learn. Our team of dedicated staff believe that children achieve their best in a safe, secure and happy school community and we work hard to make sure this is the case for our learners every day. We strongly believe that good relationships between people in our school community are essential in securing success for your child, as such, an effective partnership between home and school will benefit your child's learning.*

*At Blackthorn, we strongly believe in supporting every individual, children and staff, to develop and be supported in their aspirations. Our staff culture is of enabling everyone to have opportunities to grow through support and we have a proven track record of developing both early career teachers and leaders at all levels to achieve their goals.*

*We are proud to be a member of Northampton Primary Academy Trust (NPAT) with whom we work closely to provide opportunities for our children to broaden and enrich their time at primary school through the arts, sport and wider curriculum.*

*Becca Williams – Executive Headteacher*



**Working together as a school community to achieve educational excellence for all.**

## **Blackthorn Primary School**

### **Job Description**

Post Holder: **Deputy Headteacher**

Leadership Pay Scale: **L4 – L8, Full Time**

Responsible to: **Executive Headteacher**

Blackthorn Primary is looking for an ambitious leader to join our senior leadership team in the key role of Deputy Headteacher. This is a great next step for an experienced senior leader, or for an experienced Deputy Headteacher looking for a new opportunity working within a multi-academy trust.

At Blackthorn Primary School, we are passionate about enabling educational excellence for all of our children, whether they attend our Nursery, Year 6 or the specialist provision Treetops. We pride ourselves on our commitment to the training and development of all staff alongside our strong, supportive team culture. Leaders at Blackthorn Primary are an essential part of ensuring this culture and that every member of our school community is enabled to thrive academically and personally.

#### **We are looking for:**

- A commitment to evidence-based learning and personal development as a leader
- Excellent primary school curriculum knowledge
- Excellent organisational skills and an ability to problem solve
- A values driven leadership and an ability to uphold expectations with care and compassion
- A proven track record of raising attainment, including a good understanding of data
- Promotion of excellent standards of Teaching and Learning and professional development
- The ability to work with children, parents and the community

## **We can offer:**

- This role is specifically designed to offer career progression for leaders who are looking for a mentored pathway towards headship. The school's leadership structure allows for the potential for the Deputy Head role to evolve in time to become a Head of School (L7 – L11) position with continued support from the Executive Headteacher.
- A role that is not class based to allow you to support and develop teaching and learning across the school and for you to build range of leadership experience beyond the classroom.
- Talented and dedicated staff who know their children well and are committed to ensuring they achieve their potential
- Amazing, compassionate, respectful, enthusiastic children
- Close working partnership with Rectory Farm Primary School as part of a joint senior leadership team with opportunities to collaborate across the two schools on school improvement.
- A commitment to supporting your continual professional development including opportunities such as; undertaking an NPQ with Ambition Institute, HR training, training to become a DDSL with the safeguarding team, etc.
- The opportunity to be part of a unique multi-academy trust developing initiatives through a collaborative approach with fourteen local primary schools

**If you would like to find out more about this exciting position at our school, please contact Mrs Sam Chambers in the school office to arrange a visit and the opportunity to discuss the vacancy with Mrs Becca Williams the Executive Headteacher.**

School Teachers' Pay and Conditions Document, the Education Act 2011, the required standards of Qualified Teacher Status, other current educational legislation and the school's articles of government.

This job description may be amended at any time following discussion between the Executive Headteacher and member of staff. The job description will be reviewed annually.



## Areas of Responsibility and Key Tasks

<p><b>Assessment</b></p>	<ul style="list-style-type: none"> <li>● To provide leadership, advice, guidance and support to staff in school around assessment. To liaise with the NPAT Trust Lead for Assessment.</li> <li>● To work alongside the Executive Headteacher to develop the effective use of Assessment for Learning across school.</li> <li>● To research around assessment and feedback stay up to date with latest assessment changes from both a Government and research level and to share this with staff across school.</li> <li>● To plan and manage, in line with NPAT's Assessment Plan, the whole-school assessment calendar, providing timely reminders to staff about requirements for summative assessment and any requirements for data returns.</li> <li>● To provide guidance and support to staff in the years with statutory assessment returns and to lead on KS2 SATs administration, including the meeting of statutory requirements.</li> <li>● Oversee whole school monitoring of assessment processes.</li> </ul>
<p><b>Curriculum</b></p>	<ul style="list-style-type: none"> <li>● To have an overview of the curriculum, supporting curriculum leaders in subject development and leadership skills</li> <li>● To support and develop subject leaders, enabling them to be effective in their roles.</li> <li>● Oversee the monitoring and support for core curriculum subjects.</li> <li>● Attend NPAT Curriculum Leads, Teacher Educators and disseminate information back in school.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure the continued development of pedagogy through ensuring the culture and systems for coaching and mentoring is prioritised.</li> </ul>
<p><b>Trainee and new Teachers</b></p>	<ul style="list-style-type: none"> <li>• To effectively lead and manage all procedures around Trainee Teachers, ensuring that their development is of a high standard.</li> <li>• Co-ordinate and assign ECT and Teach First mentors and ensure that all paperwork and observations are completed appropriately.</li> <li>• Monitor the progress of staff undertaking study outside of school.</li> <li>• To support the Executive Headteacher and FSW with induction procedures for new teachers.</li> <li>• Lead the contact for Teach First students and liaise with Teach First coordinators.</li> <li>• Ensure ECTs and students are given timetabled release to ensure they meet their commitments and meetings.</li> <li>• To support the Executive Headteacher to mentor those new to leadership.</li> </ul>
<p><b>Whole School Monitoring</b></p>	<ul style="list-style-type: none"> <li>• To work alongside the Executive Headteacher in ensuring each term's SLT monitoring schedule is implemented and priorities for development are correctly identified.</li> <li>• To effectively support the safeguarding team, in the DDSL role, to ensure all children are kept safe and well.</li> </ul>
<p><b>Support Staff</b></p>	<ul style="list-style-type: none"> <li>• Co-ordinate a programme of Professional Development in conjunction with Rectory Farm Primary School and the senior leadership team.</li> <li>• Liaise with Executive Headteacher in timetabling and deployment of Support Staff and cover arrangements across the school.</li> </ul>

<p><b>Cover</b></p>	<ul style="list-style-type: none"> <li>● To manage the operational running of the school when the Executive Headteacher is offsite.</li> <li>● Maintain strong communication with the Executive Headteacher at all times to manage day to day risks within school.</li> <li>● To organise and timetable PPA and release time for staff alongside the Phase Leaders</li> <li>● Timetable lunchtime rotas and liaise with the Lead Lunchtime Supervisor and oversee the smooth running of lunchtimes.</li> <li>● To organise unplanned absence cover.</li> </ul>
<p><b>Line Management</b></p>	<ul style="list-style-type: none"> <li>● Support in the completion of appraisals</li> <li>● Manage the lunchtime supervisor team</li> <li>● To line manage the Sports Coach to ensure sport is high profile across the school.</li> </ul>
<p><b>Budget Holder</b></p>	<ul style="list-style-type: none"> <li>● BACs run authorisation</li> <li>● Curriculum Budget</li> <li>● Assessment</li> </ul>

## Deputy Headteacher

### Person Specification

Attributes	Essential	Desirable
<b>Qualifications/Training</b>		
<b>Education</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Good Honours Degree</li> </ul>	NPQLTD
<b>Experience</b>		
<b>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>• Exemplary classroom practitioner with experience of teaching more than one year group (at least 5 years of teaching required).</li> </ul>	Experience of teaching across key stages
<b>Knowledge and Understanding</b>		
<b>National Framework</b>	<ul style="list-style-type: none"> <li>• Knowledge of the Education Acts and other relevant legislation.</li> <li>• Awareness of current developments in education and the implications of these.</li> <li>• An in-depth understanding of, and commitment to, the teacher standards.</li> </ul>	Experience of a recent OFSTED Inspection at SLT level and its follow up.
<b>Learning and Teaching</b>	<ul style="list-style-type: none"> <li>• Experience of successful School Improvement Planning</li> <li>• Knowledge and understanding of data analysis and the ability to use data to set targets for improvement</li> <li>• Demonstrate outstanding practice as a classroom practitioner.</li> <li>• Demonstrate use of high-quality learning and teaching strategies.</li> </ul>	Experience of supporting and developing the learning and teaching skills of colleagues.

	<ul style="list-style-type: none"> <li>• Understanding of the importance of personal, social and emotional aspects of learning.</li> <li>• Understanding of how to combine a creative, engaging curriculum with high expectations of standards.</li> </ul>	Regularly keep up to date with current pedagogical developments.
<b>Standards</b>	<ul style="list-style-type: none"> <li>• Support and promote the aims and ethos of the school</li> <li>• A track record of delivering high academic outcomes in the classroom at Key Stage 2.</li> <li>• Knowledge and understanding of evidence-informed strategies to raise standards and progress.</li> </ul>	Engagement in research
<b>National Curriculum</b>	<ul style="list-style-type: none"> <li>• Previous experience of supporting colleagues with planning and assessing from the new National Curriculum.</li> </ul>	
<b>Technology</b>	<ul style="list-style-type: none"> <li>• A track record of using technology within teaching for planning and assessment to enhance learning and outcomes.</li> <li>• Knowledge of the coding curriculum.</li> </ul>	Experience of using Office 365, particularly OneNote and Teams
<b>Parents and Community</b>	<ul style="list-style-type: none"> <li>• Experience of working directly with parents and others to raise standards and involvement with the wider and local community.</li> </ul>	
<b>Skills</b>		
<b>Relationships</b>	<ul style="list-style-type: none"> <li>• Motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to</li> </ul>	Experience of managing difficult and challenging

	<p>further develop and promote the school</p> <ul style="list-style-type: none"> <li>• Ability to establish and develop effective relationships within the school community, including: <ul style="list-style-type: none"> <li>• Pupils</li> <li>• Teaching Colleagues</li> <li>• Support Staff</li> <li>• Governors/Trust Directors</li> <li>• Parents</li> </ul> </li> <li>• Ability to manage difficult conversations and experience of working cohesively and contributing towards building a whole school team ethos.</li> <li>• Be flexible and supportive of staff to ensure a positive working atmosphere and increased wellbeing.</li> </ul>	<p>situations which have been resolved successfully.</p>
<p><b>Interpersonal and communication skills</b></p>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively in writing and orally.</li> <li>• Prompt completer of tasks.</li> <li>• Flexible and approachable.</li> <li>• Resilient under pressure.</li> <li>• Able to deal sensitively with people and resolve conflicts.</li> <li>• Positive and energetic approach to work.</li> <li>• Delegate and monitor effectively</li> </ul>	
<b>Attitudes</b>		
<p><b>Personal</b></p>	<ul style="list-style-type: none"> <li>• An energetic approach to the role and responsibilities.</li> <li>• Demonstration of a growth mindset.</li> <li>• Set a good example in terms of dress, punctuality, attendance and general professionalism</li> </ul>	

<p><b>Education Philosophy</b></p>	<ul style="list-style-type: none"> <li>• A commitment to raising achievement through partnership with parents, Schools' Services and the community.</li> <li>• A commitment to developing the curriculum and learning delivery to meet the needs of future generations and the skills they will need.</li> </ul>	
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This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document, and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

## How to Apply

To apply for this position, please complete the enclosed Trust application form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to [samchambers@blackthornprimary.net](mailto:samchambers@blackthornprimary.net) or by post to Mrs Sam Chambers, Blackthorn Primary School, Waingrove, Northampton, NN3 8EP.

**Closing date:** 12 noon, Monday 10<sup>th</sup> March 2025

**Interview date:** Monday 17<sup>th</sup> March 2025

**Start date:** 1 September 2025

### Visits to the school:

We warmly welcome visits to the school where there will be the opportunity to discuss the role further with the Executive Headteacher.

The following dates and times are available:

25 February 10am & 2pm      26 February 2pm      28 February 10am & 2pm

3 March 10am & 2pm      5 March 10am & 2pm      7 March 10am & 2pm

If none of the above are convenient, please contact us.

Please contact Sam Chambers in the school office to book a visit.

