



Deputy Headteacher Recruitment Pack

Roles: Deputy Headteacher Curriculum & Assessment and Deputy Headteacher Pastoral, Attendance & Safeguarding

Salary: Leadership Scale (L24-L29)

Contract: Full Time, Permanent

Start Date: January 2027

About The Eastwood Academy

The Eastwood Academy is the founding secondary school of Tenacitas Trust. It was judged Outstanding by Ofsted in December 2024, achieving zero areas for improvement. The academy is recognised nationally for its strong outcomes, consistency, and culture of ambition.

The school's continued success is now coupled with a growing commitment to nurture, inclusion, and enrichment. Pupils flourish in a calm and purposeful environment, supported by staff who combine high expectations with care, consistency, and belief. The academy has built a strong reputation not only for academic achievement but also for national success in sporting arenas and regional recognition in the performing arts arena.

The Eastwood Academy and Tenacitas Trust believe in aiming for excellence built on effort, discipline, and pride in achievement. We reward hard work, celebrate success openly, and teach our pupils that ambition and humility can sit side by side. Tenacity sits at the heart of our culture, caring but never complacent, and it challenges everyone to give their best, persevere through difficulty, and take pride in progress.

The next Deputy Headteachers will be inspirational, outward-facing, and highly capable leaders. They will bring clarity, confidence, and resilience to support the Headteacher in sustaining outstanding standards while further developing a culture of nurture and collective excellence. One Deputy Headteacher will lead strategically on pastoral care, championing inclusion, wellbeing, and personal development, while the other will drive excellence in curriculum, teaching, and learning, ensuring consistently high-quality educational provision across the academy.

Both postholders will have a strong understanding of how to get the very best from both people and systems, using sound judgement and excellent organisational skills to manage competing priorities effectively. With a sharp focus on impact, they will balance strategic

oversight with operational leadership, ensuring that key priorities are driven forward with precision and purpose within their respective areas of responsibility.

Aligned with the trust's work ethic, they will demonstrate a commitment to disciplined focus, early intervention, and the relentless follow-through required to secure meaningful outcomes. They will lead with energy, integrity, and moral purpose, modelling high expectations while actively supporting the wellbeing and professional growth of staff and pupils.

These roles offer a significant opportunity to shape the ongoing development of a successful and ambitious academy within a growing trust recognised for its quality and ethos. Working in close partnership with the Headteacher and each other, the Deputy Headteachers will play a central role in translating vision into practice and building leadership capacity across the school.

They will recognise that contemporary leadership requires both strategic insight and practical innovation, contributing to whole-school improvement while maintaining a clear focus on day-to-day excellence.

Main purpose

The Deputy Headteachers will provide dynamic, values-driven leadership to support The Eastwood Academy's continued outstanding performance and culture, ensuring every pupil is known, valued, and challenged to achieve their full potential. This is a school that works because people do their jobs well, consistently, and with pride. The right candidates will see clearly, act decisively and lead others to do the same.

Working within Tenacitas Trust frameworks, they will be accountable to the Headteacher for delivering excellence in their designated areas - pastoral leadership for one role, and curriculum, teaching, and learning for the other - contributing directly to standards, behaviour, and the consistent implementation of trust systems.

The Deputy Headteachers will:

- Lead with integrity, humility, and moral purpose, working within the trust's frameworks, values, and leadership charter.
- Support the Headteacher in sustaining the academy's ethos and strategic direction, working closely with the Local Governing Body (LGB) and wider trust team.
- Build strong, professional relationships across the trust, the academy, and the wider community.
- Use evidence, insight, and sound judgement to drive improvement within their areas of responsibility.
- Lead and manage teams effectively to secure high impact.

- Demonstrate the ability to balance competing priorities with clarity, focus, and decisive action.
- Act as ambassadors for The Eastwood Academy and Tenacitas Trust.

Essential qualifications and experience

- Qualified Teacher Status (QTS)
- Educated to degree level or equivalent
- Working towards or completed NPQSL/NPQH (or equivalent leadership qualification)
- Successful experience as a senior or aspiring senior leader in a high-performing school
- Proven record of impacting standards within a key area (pastoral or curriculum)
- Understanding of multi-academy trust structures and accountability
- Secure knowledge of the current Ofsted Education Inspection Framework
- Strong organisational, analytical, and operational capability

Qualities

The Deputy Headteachers will:

- Uphold public trust in education and maintain the highest standards of ethics, behaviour, and professional conduct.
- Abide by the Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.
- Embody and promote the Tenacitas Trust values: Nurture Potential, Unite Community, Empower Success, Champion Tenacity.
- Model the Tenacitas Leadership Charter: Service, Growth, Integrity, Empathy, Trust, and Tenacity.
- Lead with authenticity, resilience, and optimism, setting a strong example for staff and pupils.
- Create a culture of support, accountability, and high expectations.
- Champion high standards of effort, discipline, and achievement while supporting sustainable wellbeing.
- Be innovative and solutions-focused, strengthening systems and supporting staff and pupils effectively.
- Be outward-looking and collaborative.
- Balance compassion with clarity and accountability.
- Model calm, principled leadership, maintaining a culture free from political or ideological bias.

- Demonstrate personal commitment to continuous improvement, hard work, and disciplined focus.

Duties and responsibilities

Culture and behaviour

- Support the creation of a purposeful, calm, and inclusive school culture.
- Promote high expectations for behaviour and conduct, with consistent implementation across the school.
- Foster professionalism, teamwork, and collective responsibility among staff.
- Contribute to a strong culture of belonging, fairness, and pride.

Teaching, curriculum, and assessment

- Curriculum Deputy Headteacher: Lead on teaching, curriculum design, and assessment, ensuring a broad, ambitious, and coherent curriculum and consistently high-quality teaching.
- Pastoral Deputy Headteacher: Ensure that behaviour, attitudes, attendance, and personal development support pupils' readiness to learn and succeed.
- Use assessment and data effectively to inform improvement and intervention.
- Develop middle and subject leadership capacity.

Inclusion and additional needs

- Ensure all pupils can access and succeed in the curriculum and wider school life.
- Promote high expectations for SEND and disadvantaged pupils.
- Ensure early identification and effective support systems are in place.
- Contribute to meeting statutory SEND requirements.

Safeguarding and wellbeing

- Promote and uphold a strong culture of safeguarding across the school.
- Ensure safeguarding procedures are consistently and effectively implemented.
- Support staff and pupil wellbeing through clear systems and expectations.

Leadership and management

- Lead teams within their areas effectively, aligning practice with trust expectations.
- Support recruitment, development, and retention of high-quality staff.
- Contribute to performance management and professional development.
- Build leadership capacity and support succession planning.
- Promote efficient use of time and resources.
- Provide high-quality line management which drives improvements through developing efficient systems and effective leaders.

Governance and accountability

- Support the Headteacher in working with the Trust Board and Local Governing Body.
- Contribute to clear reporting, evaluation, and accountability processes.
- Ensure compliance with relevant statutory requirements.

Trust contribution

- Contribute to trust-wide priorities and improvement work.
- Engage in collaboration, peer review, and shared practice across schools.
- Support wider trust initiatives where appropriate.

Community and partnerships

- Build positive relationships with parents, carers, and external partners.
- Support community engagement and enrichment opportunities.

Safeguarding, equality, and compliance

Tenacitas Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All appointments are subject to an enhanced DBS and barred list check, as well as an online search as part of pre-employment vetting.

The trust promotes fairness, dignity and equal access for all pupils and staff.

Note: This job description outlines the main responsibilities of the role. Other reasonable duties may be required in line with the position of Headteacher. It may be reviewed and amended at any time following discussion with the post holder.

Personal Specification

Qualifications & Experience

Criteria	Essential	Desirable
Qualified Teacher Status	✓	
Degree or equivalent	✓	
Senior leadership experience (Assistant Principal or equivalent)	✓	
Experience leading a significant area of whole-school improvement	✓	
Proven impact on standards (curriculum or pastoral)	✓	
Experience working within a high-performing school		✓
Experience of leading change across multiple teams	✓	
Experience of working within a trust or partnership structure		✓

Leadership & Professional Skills

Criteria	Essential	Desirable
Ability to translate strategy into consistent operational practice	✓	
Ability to prioritise under pressure and maintain clarity of focus	✓	
Proven ability to secure consistency across teams and classrooms	✓	
Strong professional judgement in complex or ambiguous situations	✓	
Ability to hold others to account with clarity and professionalism	✓	
Ability to lead through others rather than direct control	✓	
Skilled in balancing support, challenge and accountability	✓	

Experience of managing underperformance, including formal processes	✓	
Ability to design and implement systems that are clear and sustainable	✓	
Strong organisational and time management capability	✓	

Curriculum & Assessment (Role-Specific)

Criteria	Essential	Desirable
Deep understanding of curriculum design and sequencing	✓	
Experience of improving teaching quality across departments	✓	
Ability to secure consistency in curriculum implementation	✓	
Strong understanding of assessment principles and practice	✓	
Confident use of data to identify issues and drive improvement	✓	
Ability to distinguish between design issues and implementation issues	✓	
Experience leading whole-school curriculum or teaching initiatives	✓	
Ability to respond to national change (e.g. curriculum reform) with discipline and clarity	✓	

Pastoral, Attendance & Safeguarding (Role-Specific)

Criteria	Essential	Desirable
Strong understanding of behaviour systems and expectations	✓	
Ability to secure consistent behaviour practice across staff	✓	
Experience of leading pastoral teams and structures	✓	

Knowledge of safeguarding systems and statutory responsibilities	✓	
Experience improving attendance through strategic intervention	✓	
Ability to make sound safeguarding decisions under pressure	✓	
Experience of multi-agency working and external partnerships		✓
Ability to balance care, consistency and accountability in pupil management	✓	

Personal Qualities & Leadership Orientation

Criteria	Essential	Desirable
High levels of integrity and professional credibility	✓	
Calm, disciplined and decisive under pressure	✓	
Clarity of thought and communication	✓	
Strong sense of ownership and accountability	✓	
Ability to maintain high standards without becoming reactive or inconsistent	✓	
Resilience and tenacity when facing challenge or resistance	✓	
Ability to build trust while maintaining authority	✓	
Commitment to continuous improvement and professional growth	✓	
Alignment to Tenacitas values and leadership charter	✓	
Ability to simplify, prioritise and reduce organisational noise	✓	

Commitment & Ethos

Criteria	Essential	Desirable
Deep commitment to safeguarding and pupil welfare	✓	
Commitment to high expectations for all pupils	✓	
Strong belief in consistency as the driver of standards	✓	
Commitment to staff development and wellbeing through clarity and structure	✓	
Willingness to challenge practice in the interests of pupils	✓	