



DEPUTY HEADTEACHER DODWORTH ST JOHN THE BAPTIST

Deputy Headteacher

Contract Type: Permanent and Full time

Salary: L3 - L7

Closing Date.

Start Date: 1st January 2026

Interview Date:

We have an exciting opportunity for a highly skilled and inspirational Deputy Headteacher, with a track record of outstanding classroom practice, to join our school.

As part of Enhance Academy Trust, Dodworth St John's benefits from being part of a supportive and forward-thinking community of schools. The Trust enables schools to flourish as unique establishments while working towards a shared vision of excellence. We believe in creating an environment where both children and staff thrive, underpinned by Christian values that shape our collective mission.

At this key time in the school's rapid development, we are seeking to appoint an ambitious Deputy Headteacher to help our staff team to secure further positive outcomes for our children, families, and the wider community. Through exceptional practice, enthusiasm for a rich and vibrant curriculum and the ability to inspire and motivate others, you will be a key player in the school's development.

The successful candidate will take the lead in developing our curriculum and shape our development through inspiring and embedding high quality teaching and learning.

Our Deputy Headteacher will:

- Have proven leadership and management experience in a school environment.
- Be an outstanding classroom practitioner, who is able to inspire others.
- Be committed to the principles of inclusion, equality and high achievement for all.
- Lead the school in the policies and practices of continuous school improvement and staff development and constantly seek strategies which will bring about that improvement.
- Be dynamic and forward-thinking, able to co-ordinate and lead curriculum change and implementation, recognising that a curriculum is constantly evolving.
- Be a confident communicator, able to lead and motivate colleagues with honesty, care and compassion.
- Build effective relationships with stakeholders across the whole school community.
- Share and promote the school's vision for providing meaningful opportunities for all children's personal development.

We can offer:

- Motivated and engaged children who are keen to learn.
- Professional, hardworking and motivated team of teachers and support staff committed to developing and raising standards.
- Opportunities for professional development, career progression and enrolment on to the NPQH or similar.
- Opportunities to make a significant difference in shaping school development and curriculum.

We encourage visits to our school, and would love for you to come and meet our children and staff, and see us in action. To arrange this, and a further discussion about the role, please contact the Headteacher, Simon Kaufman, simon.kaufman@dodworthstjohn.enhanceacad.org.uk

| DEPUTY HEADTEACHER | Role reports to: Headteacher |
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| Grade of post: Leadership Scale: 3 – 7 | |
| <p>Purpose of the role:</p> <ul style="list-style-type: none"> • Ensure the curriculum intent, implementation and impact are exemplary and reflect high ambition • Enable pupils to make outstanding progress in their learning • Support and challenge staff to develop their practice to ensure it is of the very highest standard • Communicate the school's vision compellingly, and provide purposeful leadership and educational direction for the further development of the school • Work with the Headteacher to provide strategic leadership and direction • Work with the Headteacher, Trust and local governors across in order to ensure the very best outcomes for all pupils <p>The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).</p> | |
| Job Description - Accountabilities: | |
| <p>These may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the post, legislation or needs of the school and Trust:</p> <ul style="list-style-type: none"> • Contribute effectively to the strategic leadership and development of the school as a member of the Senior Leadership Team • Take responsibility for ensuring the School Development Plan documents objectives which are accurate, purposeful and support school improvement • Take responsibility for outcomes and teaching and learning. • Lead across the school and report directly to the Headteacher • Monitor, evaluate and continuously develop the quality of the curriculum, teaching and learning to ensure that this is exemplary and consistent across all key stages • Work effectively as part of the whole school team, support other colleagues in their roles and participate in relevant training and professional development • Ensure the health and safety of pupils at all times • Promote self-discipline, high standards of behaviour and positive attitudes on the part of all children and to implement policies and procedures to foster them • Ensure that safety guidelines are followed and report any defects or damaged equipment and environment • Be aware of, and comply with, policies and procedures relating to safeguarding, child protection, health and safety and security and confidentiality, reporting all concerns to the appropriate person • Contribute effectively to the overall ethos and aims of the school | |

| AREA | ESSENTIAL | DESIRABLE |
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| Qualifications | <ul style="list-style-type: none"> Degree in subject specialism or equivalent Qualified Teacher Status | <ul style="list-style-type: none"> Completed leadership qualification (NPQ or equivalent) |
| Experience & Knowledge | <ul style="list-style-type: none"> At least 4 years' teaching experience At least 2 years subject leadership experience or equivalent Clear evidence of having raised standards of achievement as a teacher Successful experience of curriculum development Experience of providing professional advice and excellent understanding of curriculum and pedagogical issues including latest inspection and research findings Experience of setting specific targets and managing improvement or more widely Experience of designing and developing assessment and tracking systems Excellent knowledge of monitoring and school self-evaluation as a tool for improvement Experience of leading staff professional development Knowledge and understanding of effective strategies to manage the behaviour of pupils Evidence of being an outstanding teacher Excellent understanding of safeguarding especially the safety and welfare of vulnerable and disadvantaged pupils Expert knowledge of strategies for closing the gap, such as pupil premium funding and the EEF Toolkit, so that disadvantaged pupils achieve exceptionally well | <ul style="list-style-type: none"> Evidence of having supported other staff in a coaching or mentoring capacity |
| Skills & Abilities | <ul style="list-style-type: none"> Ability to plan and deliver effective training and development programmes which meet identified needs within the academy Excellent ICT skills Strong communication and interpersonal skills A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets An ability to work flexibly and a drive to achieve the best possible outcomes | <ul style="list-style-type: none"> Strong influencing/ negotiating skills Capacity for future promotion |

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| Trust Ethos | <ul style="list-style-type: none">• Enthusiasm for and commitment to the achievement of the Trust's overall vision for success at all levels• Motivation to work with children and young people• Ability to build & sustain professional standards, relationships & personal boundaries with young people• Emotional maturity & resilience in dealing with challenging behaviours• Ability to contribute towards a safe & protective environment• Empathy with the aims and objectives of Enhance Academy Trust• Willingness to continue professional development• Commitment to maintaining high standards & expectations• Commitment to contributing to academy life as a whole• Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students | |
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