



Information for candidates applying for the role of:

Deputy Headteacher

Salary: L15 - L21

Required: Easter or September 2026





Dear candidate,

Thank you for your interest in the position of Deputy Headteacher at Hylands School. This appointment comes at a pivotal moment. Following a period of rapid, systemic improvement, we have moved into a phase of consolidation and refinement. We are seeking a principled leader, required to help us secure and sustain excellence for the long term.

When I joined Hylands nearly four years ago as Deputy Headteacher, I was drawn to the immense potential within this community. Since then, we have worked relentlessly to rebuild the foundations of our culture. The result is a school where, as our July 2025 Ofsted inspection noted, ‘teachers can teach, and pupils can learn.’ Crucially, our staff are ‘highly positive about working here’ and feel ‘well supported with their well-being and workload.’ This stability is built on evidence-informed pedagogy and a refusal to accept quick fixes in favour of robust, professional systems.

As a smaller school, we benefit from a close-knit community where every student feels known. We want to recruit an authentic, systems-thinking colleague who shares our belief that every child deserves a world-class education. We are not looking for someone to reinvent the wheel, but a leader of integrity who can bring others with them, ensuring our high expectations are met with equally high support.

I encourage you to visit the school for an informal conversation before applying. School visits can be arranged by contacting Sonja Mitchell, PA to the Headteacher, at sonja.mitchell@hylands-tkat.org. Take a look at our Welcome [video](#) to see a snapshot of our school in action.

I look forward to receiving your application and potentially welcoming you to our team.

Chris White
Headteacher



Context, Vision and Values

Hylands School has a long standing history of serving the community of Writtle and the wider Chelmsford area. We are ideally situated for professionals commuting from across the region, with excellent transport links due to our proximity to both the A12 and the A414.

We are part of The Kemnal Academies Trust (TKAT). This partnership allows us to maintain our distinct local character while benefiting from the collective strength, resources, and collaborative opportunities offered by a trust of 45 schools.

Our journey in recent years has been one of rapid transformation and sustained improvement.

“Leaders’ actions continue to improve the school. There have been discernible further improvements in how pupils engage with their learning and how well they behave. This means that teachers can teach, and pupils can learn.” Ofsted, July 2025

Our vision is to empower every student to achieve academic excellence and personal growth, becoming responsible, respectful, and resilient members of our community and beyond. These principles are crystallised in our Hylands Habits: Be Responsible, Be Respectful, and Be Resilient. These are not merely words on a wall, they are the guiding principles for everything we do.



Curriculum, Teaching and Learning

We provide a broad, balanced, and inclusive curriculum that ensures all students, regardless of their starting point, can achieve academic excellence. We place a rigorous emphasis on Key Stage 3, ensuring students gain knowledge that builds on Key Stage 2, and prepares them for the demands of KS4 and beyond.

We are particularly proud of our commitment to the creative subjects and the arts, which we use to build emotional intelligence and the resilience found in our Hylands Habits. At the heart of everything we do is a focus on reading and oracy, the foundational skills that unlock the rest of the curriculum.

Our Teaching and Learning framework is unapologetically rooted in cognitive science. We utilise a Direct Instruction model, valuing our teachers as the subject experts best placed to explain challenging concepts with concise clarity. We understand that learning is a change in long-term memory. Therefore, our lessons focus on moving knowledge from the working memory through deliberate and purposeful practice. This creates fluent, flexible learners who are equipped to tackle complex problems with confidence.

We believe that all teachers need to improve, not because they are not good enough, but because we are ambitious and believe we can become even better. This philosophy drives our exceptional CPD offer:

- Tuesday Bespoke PD: Every week, our staff meets for tailored professional development delivered by our internal T&L Team of instructional coaches.
- T&L Breakfasts: Weekly, teachers meet to discuss research, share best practice, and engage in deliberate practice of their own craft.
- Subject Specificity: Six times a year, our Heads of Department lead deep-dives into subject-specific pedagogy, supported by TKAT Lead Practitioners.

The Role

Salary: L15 - L21

Responsible to: Headteacher

Accountable for: Designated members of the Senior and Middle Leadership Teams

The Deputy Headteacher will provide strategic and operational leadership alongside the Headteacher to ensure the continued transformation of Hylands School. While specific areas of responsibility will be tailored to the successful candidate's expertise and professional interests, the Deputy Headteacher is expected to be a visible, proactive leader who embodies our Hylands Habits and who drives our vision.



Job Description

1. Strategic Leadership and School Improvement

- Contribute significantly to the formulation and implementation of the school's vision, ethos, and strategic priorities.
- Lead on whole-school initiatives that drive sustained improvement, ensuring that Hylands continues its trajectory toward being a world-class institution.
- Assist the Headteacher in the self-evaluation process (SEF) and the creation of the School Development Plan (SDP), monitoring impact with precision.
- Maintain an outward-facing profile, staying abreast of national research and best practices to ensure Hylands remains at the forefront of educational innovation.

2. Teaching, Learning, and Curriculum

- Support the evolution of pedagogy at Hylands, ensuring our research-led Direct Instruction model is delivered with consistency and high impact.
- Monitor the breadth and balance of the curriculum to ensure it provides a knowledge-rich legacy for every student.
- Ensure the rigorous use of data to track progress, identifying and addressing any gaps in achievement with effective, timely interventions.
- Promote a culture of intellectual curiosity and high academic ambition across all key stages.

3. Culture, Behaviour, and Safeguarding

- Model and uphold the highest standards of behaviour through the consistent application of the Hylands Habits: Be Responsible, Be Respectful, Be Resilient.
- Foster a safe, inclusive, and supportive environment where safeguarding is prioritised and students feel empowered to thrive.
- Drive strategies to ensure high standards of attendance and punctuality, working closely with families and the wider community.

4. Staff Leadership and Professional Development

- Line manage, coach, and mentor a designated team of leaders, fostering a culture of high expectations and mutual support.
- Play a key role in our bespoke professional development programme, including our Tuesday PD sessions and T&L Breakfasts.
- Promote staff wellbeing and a positive professional climate

5. Partnership and Trust Engagement

- Work collaboratively with colleagues across TKAT, engaging with Trust-wide initiatives and Lead Practitioners to enhance our provision.
- Build and maintain strong, positive relationships with parents, carers, governors, and the local community.
- Represent the school with integrity at internal and external events.

6. Operational Management and Deputising

- Assist in the day-to-day running of the school, ensuring smooth and efficient operations.
- Deputise for the Headteacher in their absence, making strategic decisions and providing steady leadership for the entire school community.

This job description should be seen as enabling rather than restrictive and will be subject to regular review. Given the evolving needs of the school and our commitment to sustained improvement, flexibility among the leadership team is essential. The post holder is expected to comply with any reasonable request from the Headteacher to undertake work of a similar level and/or type that is not specified in this job description.

Person Specification

The selection panel will assess each candidate against the following criteria during the shortlisting and interview process.

Knowledge and Experience

- Qualified Teacher Status (QTS) or equivalent
- A proven track record of being an exceptional classroom teacher, with a deep understanding of Direct Instruction and how to utilise cognitive science to improve long-term memory.
- Significant experience in a senior leadership role with a demonstrable impact on school improvement and raising standards.
- A clear philosophy on what a knowledge-rich curriculum looks like and the ability to ensure it provides a legacy of interesting ideas for all students.
- Comprehensive knowledge of current safeguarding legislation and a steadfast commitment to the welfare of every child.
- Strong analytical skills with the ability to interpret complex data to inform strategic planning, intervention, and trust-wide reporting.

Leadership and Management

- A firm belief in a systems-based approach to school improvement, avoiding quick fixes in favour of robust, sustainable change.

- Proven experience in developing, coaching, and motivating high-performing teams of middle and senior leaders.
- Experience in designing or delivering high-quality, sustainable CPD that changes teacher habits and improves student outcomes.
- The ability to work collaboratively within a large Multi-Academy Trust (TKAT), leveraging the expertise of Lead Practitioners and contributing to the wider trust community.

Personal Qualities

- A leader who naturally models being Responsible, Respectful, and Resilient in all professional interactions.
- A high level of professional integrity and a no-excuses approach to the standards we expect of and for our students.
- Exceptional interpersonal and presentation skills, with the ability to inspire confidence in students, parents, staff, and all other stakeholders.
- A deep-seated belief that a student's background should never define their destination
- A willingness to give and receive respectful, candid feedback. We are a learning organisation, and we value leaders who are open to growth.
- The emotional intelligence and stamina to lead through a period of sustained transformation and growth.

Additional Information

Safeguarding

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full safer recruitment process, including an enhanced disclosure and barring service check.

Flexible working

TKAT recognises the value of enabling our employees to develop their career and balance this with their commitments and interests outside of work. In TKAT we promote flexible working practices and opportunities to promote a positive work life balance.

Our Commitment - Equal, Inclusive, Diverse

TKAT is committed to inclusion, diversity and equality of opportunity by encouraging and welcoming differences, listening to individual experiences, aspirations and accomplishments and learning how to grow better together. We welcome applications from all suitable candidates, regardless of any protected characteristic.

Access to interview

Be Who You Are at TKAT - should you be selected and invited to interview please let us know if you require us to adapt the recruitment process to enable you to participate as your authentic self. We want applicants to be able to engage with us in ways that support who they are and we are committed to making adjustments within the recruitment process and within the workplace.

How to apply

You can apply by visiting our [vacancies page](#) on our website and completing an application form. The application form is also available as an attachment on the TES advert page for this post.

Closing date: 9.00am on Monday 26th January 2026. Interviews to be held shortly thereafter.

