



*Be Curious, Be Inspired, **Belong.***

Holy Trinity C of E (C) School

Deputy Headteacher

Education Stage: EYFS / KS1 / KS2

Contract Type: Permanent, from 1st January 2027

Working Pattern: Full time

Pay Scale: L5 to L8

Closing Date: Thursday 15th October 2026, 12pm

Shortlisting: Thursday 15th October 2026, 1pm

Interviews: Monday 19th and Tuesday 20th October 2026

Join Our Vibrant & Nurturing Team

Holy Trinity CE (C) Primary School is an inclusive, vibrant and welcoming school where every child is valued and encouraged to flourish.

Under the leadership of our recently appointed Headteacher in September 2025, Mrs Wakefield, we are shaping an exciting future together, strengthening our vision, building on our distinct Christian character and driving school improvement with energy, ambition and care.

We are proud of our nurturing culture, where everyone is valued, supported and encouraged to develop. Our staff work collaboratively, caring deeply for our pupils and for each other. At Holy Trinity, kindness, wellbeing and respect sit alongside ambition and high standards, so that children and adults alike feel safe to grow, develop and achieve their very best.

About the Role

We are seeking an inspiring and highly motivated Deputy Headteacher to join our Senior Leadership Team and play a pivotal role in shaping the next chapter of our school's journey.

We are looking for someone with drive, passion and energy for school improvement. We want a leader who wants to make a tangible difference to the quality of education our children receive and who will bring enthusiasm, ambition and a strong sense of purpose to the role.

This is an exciting opportunity to work closely with our Headteacher to refine and embed a clear strategic direction for the school, using research informed practice, professional



Courage Kindness Respect Responsibility Perseverance Togetherness

curiosity and a culture of continuous improvement to strengthen teaching, learning and outcomes.

This is primarily a leadership role, providing the successful candidate with the time and capacity to have a meaningful impact across the whole school. There will be a small teaching and cover commitment, enabling the Deputy Headteacher to remain closely connected to classroom practice and model high quality teaching.

This flexibility will enable our Deputy Headteacher to work across the school, coach and support colleagues, strengthen provision and respond where leadership is most needed, while retaining a strong understanding of the day-to-day experiences of our children and staff.

The Person We Are Looking For

- We are looking for someone with drive, passion and energy. We want a leader who is excited by the opportunity to make a genuine difference to children, families and our wider school community.
- You will understand the opportunities and challenges of working with disadvantaged children and families and share our determination that every child, regardless of background or additional need, receives an excellent education and the support they need to flourish.
- You will be an excellent communicator who can build strong, trusting relationships with children, families, staff, governors, external professionals and colleagues across other schools.
- We particularly welcome candidates who bring a strong understanding of SEND and inclusive practice. We want someone who can apply a SEND lens to teaching, curriculum, provision and wider school improvement, ensuring that high expectations and excellent teaching extend to every child.
- A central part of the role will be supporting and developing our teachers. We are therefore looking for someone who is passionate about teacher development and coaching, someone who can champion excellent classroom practice, provide constructive challenge and support, build confidence and expertise, and help colleagues continually improve the quality of education.

We are particularly interested in candidates with:

- A strong track record of coaching, supporting and developing others.
- Proven experience of contributing to school improvement and raising standards.
- A strong understanding of high quality teaching, curriculum and pedagogy.
- Knowledge and understanding of SEND, inclusion and meeting a diverse range of needs.
- An understanding of the barriers that can affect disadvantaged pupils and families, alongside high expectations for what every child can achieve.



- Excellent communication and relationship building skills.
- A commitment to research informed practice and using evidence intelligently to improve teaching and learning.
- A strong eye for detail and high expectations for themselves and others.
- Experience of teaching across different age groups, or the flexibility and willingness to work across the school where needed.
- Energy, resilience, professional curiosity and a genuine passion for school improvement.

Key Responsibilities

Key responsibilities will include:

- Working closely with the Headteacher to help shape and deliver the strategic direction of the school.
- Taking a lead role in securing the highest standards of teaching, curriculum, provision, wellbeing, behaviour and achievement.
- Championing the quality of education and ensuring that improvement is visible in children's everyday classroom experiences.
- Supporting, coaching and developing teachers to strengthen classroom practice and build sustainable capacity across the school.
- Promoting high expectations for all pupils, with particular attention to SEND, disadvantage and inclusion.
- Using research, evidence and professional learning to inform school improvement. Monitoring the quality and impact of provision and holding colleagues to account in a supportive, developmental and professional way.
- Leading and modelling excellent classroom practice through a small teaching and cover commitment, without ongoing class responsibility.
- Driving agreed priorities within the School Development Plan, aligned with the successful candidate's strengths and expertise.
- Building strong relationships with children and families and ensuring that their needs and experiences inform our work.
- Supporting the Headteacher in developing a positive, ambitious and inclusive culture in which staff and pupils can thrive.
- Working collaboratively with colleagues across our close and supportive network of schools, sharing expertise, learning from others and contributing to improvement beyond our own school.

Working Together

We believe that sustainable school improvement is achieved through strong relationships, excellent professional learning and collaboration.



The successful candidate will be joining not only the team at Holy Trinity but also a wider, supportive network of schools. We value opportunities to work together, share expertise, challenge our thinking and learn from strong practice elsewhere.

We want our Deputy Headteacher to embrace this collaboration, contributing their own expertise while being equally willing to learn from others.

What We Offer

- A vibrant and nurturing team where your expertise, contribution and wellbeing are valued.
- A Senior Leadership team who are passionate about collaboration, growth and shared leadership.
- The opportunity to have a significant influence on the next stage of our school's development.
- Opportunities to shape and lead whole school strategy and make a real difference to children and families.
- A strong commitment to coaching and professional development. High quality leadership development and training.
- A commitment to research informed practice and continuous professional learning. Opportunities to collaborate with and learn alongside a close network of schools.
- A strong, caring Christian ethos that underpins everything we do.
- Opportunity to complete a funded NPQSENDCo qualification

If you bring drive, passion and energy and are passionate about school improvement, teacher development, inclusion, SEND and improving the life chances of children, we would be delighted to hear from you.

Visits Are Strongly Encouraged

We strongly encourage prospective applicants to visit the school and meet Mrs Wakefield, our Headteacher, to experience our school community, hear about our ambitions and discuss the role in person.

To arrange a visit, please call 01283 247550 or email office@holytrinity.staffs.sch.uk.

Application forms are available on our website: www.holytrinity.staffs.sch.uk

Completed applications should be submitted by 12pm on Thursday 15th October 2026, with shortlisting taking place at 1pm that day.

Safeguarding

Holy Trinity CE (C) Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



The post is subject to an enhanced DBS check and online checks as part of the appointment process, in line with Keeping Children Safe in Education (KCSIE) 2026.

