



Excellence Growth Responsibility
This is our William Lovell Legacy

MAKE A DIFFERENCE

Deputy Headteacher (Inclusion)

SALARY

Leadership Pay Scale 14 to 18

HOURS

1.0FTE

START DATE

September 2026

LOCATION

William Lovell Church of England Academy

APPLICATION DEADLINE

Monday 20th April 2026 (midday)

INTERVIEWS

Wednesday 29th April 2026 (details to be confirmed)

Please go to [My Trust Careers](#) to apply





William Lovell Church of England Academy

Everyone has the potential to flourish. Rooted in our Christian foundation, we are an inclusive school that nurtures academically, morally, and spiritually. We commit to offering rich opportunities that prepare our students for life's journey.

We pursue excellence by planting seeds of curiosity, inspiring a love of learning, and cultivating high expectations through challenge and support.

We nourish strong roots of resilience, encouraging responsibility and empowering everyone to grow, confident and ready to make positive differences to society.

The light in our community helps us to grow, responsibility is the compass that guides us, and excellence is the path we walk to reach a brighter future.

This is our William Lovell Legacy.

William Lovell Church of England Academy Values

- Responsibility
- Excellence
- Growth

"The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches."

Matthew 13:32

The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.

Your New Role

We are seeking a dynamic and compassionate senior leader to deputise for the Headteacher and lead on whole-school inclusion.

As a key member of the Senior Leadership Team, you will drive our strategic work on SEND, behaviour, attendance, safeguarding and pastoral care, ensuring every student receives an ambitious, high-quality education.

You will champion exceptional teaching, drive curriculum improvements, and ensure all students access rich resources and quality lessons.

You will champion an inclusive culture, remove barriers to learning, and support the development of a rich, balanced curriculum tailored to our community.

Working closely with external agencies, families, staff, and Trust partners, you will strengthen systems, promote restorative practices, and uphold our Christian ethos.

This role requires a committed leader who models integrity, excellence, and professionalism, and who is dedicated to helping all students thrive academically, socially, and emotionally.

We are a school on an exciting upward trajectory. Here, excellence means setting high expectations for learning and conduct.

Growth is about developing knowledge, skills, and character over time.

Responsibility means contributing positively to our school family, community, and the wider world.

Together, these values enable our students to leave William Lovell not only with strong academic results but also with the confidence and compassion to make a difference.

Do you want to make that difference?

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.





Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer



What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

Benefits of working in our Trust

We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



We have signed up to the
education staff wellbeing charter
because staff wellbeing matters



Job Description

To deputise for the Headteacher, be a member of the Senior Leadership Team and to give leadership and management in the Academy with a particular focus on inclusion.

Lead on whole-school inclusion, ensuring that all students – particularly those with additional needs, vulnerabilities, or barriers to learning – receive an ambitious, high-quality education.

To support the development of rich Academy curriculum that has breadth, depth and balance whilst considering the local context and gaps in learning.

To secure high quality teaching and learning for all students that allows them to build and to apply that knowledge.

Support the development of systems to measure outcome, ensuring they are fully implemented across the academy.

Support the development of an ethos of integrity, compassion and excellence throughout the Academy and community which it serves.

To maintain high morale and set an example of professionalism, high quality performance and leadership.

Develop in all students the skills, attitudes and stamina required for life-long learning and success in a rapidly changing world.

Enhance opportunities through partnerships between parents / carers, students, staff, other trust schools and the local community to maximise the benefits of being a Trust school.

Support the distinctively Christian ethos of the Academy and build on these foundations.

Key Priorities

Lead the school's overall inclusion strategy, ensuring that all policies and practices promote equity, belonging, and high expectations.

Oversee SEND, behaviour, attendance, safeguarding and pastoral systems (as line-managed or delegated by the Headteacher).

Lead on reducing barriers to learning for disadvantaged, vulnerable, or at-risk students.

Manage alternative provision pathways and reintegration processes.

Coordinate with external agencies, including EPs, social care, health services, and LA SEND teams.

Promote restorative practices and inclusive behaviour approaches across the school.

Make a significant contribution to the continued development and success of the Academy.

Lead the ongoing commitment to, and development of, a fully inclusive Academy, ensuring high ambition for all pupils and a drive for ongoing success.



Teaching and Learning

Actively monitor and respond to the curriculum development and initiatives at national, regional and local levels.

With a focus on inclusion, monitor, evaluate and review classroom practice, ensuring accountability of staff.

Maintain a consistent and continuous focus on students' achievement, ensuring resources are deployed to enhance progress.

Monitor the quality of teaching, including the analysis of performance data, to ensure enhanced progress for all students, based on excellent and inclusive teaching.

Champion high-quality inclusive teaching across the curriculum.

Support middle leaders with curriculum adjustments and adaptive teaching.

Monitor the progress of SEND and vulnerable cohorts, ensuring targeted intervention.

Use assessment information to drive strategic change and classroom practice.

Lead quality assurance activities (learning walks, book looks, data reviews).

Managing the Organisation

Develop and implement organisational structures and procedures to enable management processes to work effectively in line with legal requirements.

With the Headteacher, produce and implement clear, evidence-based School Development Plans for the improvement of the Academy.

Assist the Headteacher in recruiting, retaining and deploying staff appropriately

Assist in managing staff's workload to achieve the Academy's vision and goals, linked to the Academy Strategic Development Plan.

Support effective performance management processes.

Ensure Growth and Development processes are carried effectively for relevant line reports.

Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.



Developing Self and Working with Others

Regularly review own practice and take responsibility for own personal development.

Implement and maintain effective strategies and procedures for teaching staff induction, professional development and performance reviews.

Treat people equitably and with dignity and respect to create and maintain a positive Academy culture in line with the Trust's ethos and values.

Ensure clear delegation of tasks and responsibilities, so that teams and individuals undertake effective planning, allocation, support and evaluation of work.

Acknowledge responsibilities and celebrate achievements of teams and individuals to promote a positive successful culture across the whole Academy.

Build a collaborative learning culture within the school and actively engage with other schools/stakeholders to build effective learning communities.

Manage own workload and that of others to allow an appropriate work/life balance.

Securing Accountability

Fulfil commitments of contractual accountability to the Headteacher.

Work with the Headteacher, providing information, objective advice and support to enable the Trust to meet its responsibilities.

Support the Headteacher in developing and strengthening the Academy ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

Ensure individual teaching staff accountabilities are clearly defined, understood, agreed and subject to rigorous review.



Strengthening Community

Support the Headteacher in building a school culture and curriculum which take into account the richness and diversity of the school's communities.

Ensure learning experiences for students are integrated with the wider community, and that some of these are community based.

Collaborate with other agencies to promote the academic, spiritual, moral, social, emotional and cultural wellbeing of students and their families.

Support the creation and maintenance of effective partnerships with parents and carers to support and improve students' achievement and personal development.

Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the Academy to enrich its value to the wider community.

Co-operate and work with relevant agencies to protect children.

Carry out any other reasonable duties commensurate with the role.

Safeguarding

Ensure that the school is a safe place for students, ensuring that all safeguarding procedures are of the highest standard.

Be a nominated DDSL.

Support the DSL and promote the accurate recording and management of safeguarding concerns and ensure compliance with statutory guidance.

Ensure consistent and thorough procedures and practices of all staff in relation to being vigilant to the safeguarding of all children including liaison with outside agencies.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy.

In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

	Essential	Desirable
Qualified Teacher Status	*	
Extensive experience of successful leadership within a secondary setting	*	
Evidence of CPD in school management programme or similar (eg SENDCO or NPH)		*
Significant experience of school leadership with sustained record of improvement	*	
Proven impact on improving outcomes for SEND/vulnerable students.	*	
Evidence of successfully leading and sustaining educational initiatives with an inclusion lens	*	
Evidence of effective appointment and personnel management	*	
Experience of working with a setting high SEND need	*	

Professional knowledge and understanding

Understanding of the mission and vision of the Church of England and the Diocese of Lincoln	*	
Deep knowledge of the SEND Code of Practice and inclusive practice	*	
Demonstrate ability to lead change, creativity and innovation and motivate others to do the same	*	
Awareness of strategies for communication, both within and beyond the school and community	*	
Understand strategies for ensuring inclusion, diversity, and access to education for all	*	
Curriculum design and management with a specific focus on adaption and inclusion	*	
The self-evaluation process and its role in driving continuous improvement	*	
The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	*	
Understanding of and commitment to safeguarding and promoting the welfare of young people	*	
Building and sustaining a learning community	*	

Financial planning, budgetary management, and principles of best value	*	
Legal issues relating to managing a school, including equal opportunities, race relations, disability, human rights, and employment legislation	*	
To be able to effectively data to inform strategy	*	

Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance (Trust will obtain)	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Ability to develop and maintain a clear vision and lead others to plan and deliver it	*	
Ability to articulate this vision to diverse audiences and a commitment to inspire others	*	
Ability to establish successful relationships at all levels and have good communication skills both verbal and written	*	
Ability to lead, coordinate and delegate with enthusiasm, energy, vigour and perseverance	*	
Ability to exercise accountability effectively, efficiently, and fairly	*	
Ability to foster a culture of respect and openness	*	
Be passionate about inclusive and ambitious education	*	
Display and role model resilience and perseverance	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



Practical Teaching Assessment

As part of our interview process we aim, where possible and where applicable, to observe you teaching in your current school, with the agreement and support of your school's leadership. This allows us to see you in a familiar environment and gain an authentic understanding of your teaching practice.

If a visit to your school cannot be arranged, or if you do not consent to this, we will dedicate a significant portion of your interview to a practical teaching assessment within our own school setting, ensuring you still have the opportunity to demonstrate your skills in the classroom.

We believe some of the benefits of observing you teach in your current school include:

- Seeing you teach in your natural environment, using familiar resources and routines.
- It demonstrates how you manage your classroom, differentiate instruction, and engage students who you are familiar with, and students who are familiar with you.
- Teachers often perform better in their own setting, and we can observe how you integrate school-specific policies and curriculum.

If shortlisted, we'll get in touch with the Head of your school to make sure they're happy with the visit and to arrange a date and time that works for everyone.



Our commitment to you



We believe that our all Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.

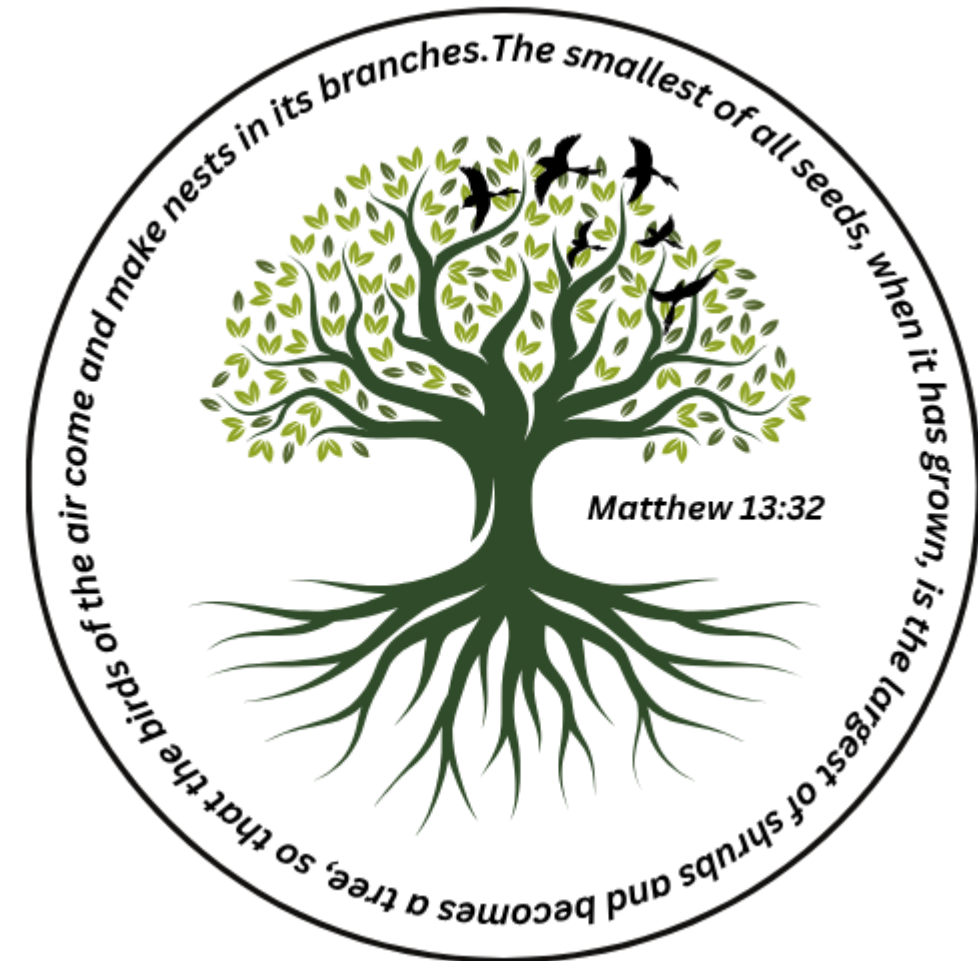
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.





EXCELLENCE • GROWTH • RESPONSIBILITY

Where to find us

William Lovell Church of England Academy, Main Road, Stickney, Lincolnshire, PE22 8AA

Telephone: 01205 480352

Email: enquiries@williamlovell.laat.co.uk

Please contact us if you would like an informal discussion or to arrange a visit the school.

We look forward to hearing from you.