



# NORTHAMPTON SCHOOL FOR GIRLS

Respect for Self | Respect for Others | Respect for Learning

**Deputy Headteacher**

Closing date: 9am, Monday 23<sup>rd</sup> February 2026

# How to Apply.

We warmly invite you to arrange an informal telephone or video call so that you can learn more about our wonderful school. Please also take a look at our **website** which will help bring to life the essence of NSG.

Applications are accepted via the school application form (available on the vacancies page) or via TES QuickApply. Please contact the school if you need to request the application form in an alternative format.

We would encourage you to submit your application as soon as you are able as we reserve the right to act on received applications before the closing date has passed.

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Monday 23<sup>rd</sup> February 2026**

## Welcome

As we look ahead to the next chapter in our school's journey, we are proud to offer an opportunity to join our senior leadership team through the appointment of a Deputy Headteacher, following the planned retirement of our much-valued and treasured Deputy Headteacher whose leadership has helped shape the school we are today. This is a moment of continuity as well as growth, rooted in a position of real strength. We are seeking someone who will build on what is already working exceptionally well, bringing fresh thinking while valuing the excellent foundations, culture and ways of working already established.

We are looking for a leader who shares our vision and values, and who will thrive in a school where relationships matter and teamwork is genuine. The successful candidate will work alongside an exceptionally committed and collegiate leadership team, united by a shared moral purpose and an unwavering belief in the potential of every young person.

At the heart of this role is the ability to inspire confidence in staff, students and their families. This is a role for a leader who values people, builds others up, and understands that our collective strength is what enables our school to flourish. Our focus is on appointing the right person, with a team shaped around their strengths, and therefore this post is a role to be defined by the successful candidate's expertise. We warmly welcome applications from candidates with a wide range of leadership backgrounds, experience and knowledge.

We will provide you with a range of bespoke opportunities to support your career and ongoing professional development. At Northampton School for Girls, we are committed to caring for and supporting the development and growth of all our school community, students and staff alike.

Northampton School for Girls is a truly remarkable school that students and staff are, rightly, proud to be part of. It has a unique vitality that springs into life as students and staff arrive through its doors. Our school is everything but ordinary and our students never fail to impress us with their achievements and the genuine desire they have to help others. They are incredibly talented, open hearted and courageous and we are unapologetically driven to supporting them to succeed.

Underpinned by our values of '**Respect for Self, Respect for Others and Respect for Learning**', we provide our students a rigorous and ambitious curriculum which meets the needs of individual learners' talents and interests, building the foundation for their future successes in a fast-changing world.

From its inception in 1915, Northampton School for Girls has recognised and celebrated everyone as individuals and has also embraced the power of the community. Our students recognise the impact they have on others and particularly the responsibility that they have to give of their time, talents and charity to the wider community. We foster an environment where students can expand their minds, think flexibly, develop the skills of leadership that they all have within them, and grow as individuals.

We are a school with an impressive reputation, rich cultural diversity and a long-standing track record of success: we are proud to be Northampton School for Girls.

I very much look forward to welcoming you.

**Cristina Taboada-Naya | Headteacher**



# Job Description.

## Deputy Headteacher

Salary: Leadership Scale  
(points L21-L25)

Start date: September 2026

Full-time position

Reporting to: Headteacher

Liaising with: Line Manager,  
TLR holders, teachers,  
relevant support staff,  
parents/carers

## Additional Duties

*Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out.*

## Purpose

- To play a major role, under the direction of the Headteacher, in the strategic leadership, management and development of the school.
- To support the Headteacher in shaping vision, ethos, values and long-term objectives of the school.
- To undertake the professional duties of the Headteacher in their absence
- Work towards ensuring all students' progress, achievement and wellbeing.
- Make a sustained difference to the lives of all young people in our care.



## Role Responsibilities

### School Ethos in Action

- To uphold the school ethos: 'Respect for Self, Respect for Others, Respect for Learning'.
- To promote the school's non-negotiables: high achievement, inclusion and development of the whole child.
- To promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with.
- To provide a safe, happy, ordered, lively, stimulating environment and to give guidance, good examples and teaching so that each child has the opportunity to develop educationally, physically, emotionally, socially and spiritually to their full potential.
- To support school policies with a commitment to high standards, high expectations and high achievement.
- To foster children's development in the fullest sense, paying particular regard to the attitude and values the school promotes.
- To promote a climate of encouragement and praise and actively support the school's rewards system.

### Strategic Leadership and Management

- Deputise for the Headteacher in their absence and assume responsibility for the leadership and management of the school.
- Work with the Headteacher, Governors and Senior Leadership Team to shape and deliver the school's strategic vision and priorities.
- Contribute to the development, implementation and evaluation of whole-school policies and systems.
- Line-manage designated staff, providing support, challenge and professional guidance.
- Lead by example as a teacher, leader and learner.
- Chair and contribute to meetings as required, including SLT and staff meetings.



# Job

## Description.

### What our students have to say about NSG

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*“NSG is a great school, and some of your best experiences of your life will happen here”*

*“I feel like I’ve made some of the best friends I’ll ever have”*

*“Once you get to know the people in your form, you will build strong and long-lasting bonds with them, almost like they become your second family”*

*“The staff are also great and there is always someone I can talk to”*

### Delivering High Quality Teaching and Learning

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- Support, challenge and develop staff to ensure consistently high-quality teaching and learning across all key stages.
- Contribute to whole-school monitoring, evaluation and review of teaching and learning.
- Use assessment and performance data effectively to inform school improvement and close gaps in achievement.
- Support the development of curriculum provision to ensure continuity, progression, breadth and balance.
- Ensure that literacy, numeracy, ICT and inclusion are embedded across the curriculum.
- Undertake an appropriate programme of teaching in accordance with the School Teachers’ Pay and Conditions Document.

### Students, Inclusion and Pastoral Care

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- Champion equality of opportunity and inclusion for all students.
- Support systems that promote positive behaviour, strong attendance and high levels of student engagement.
- Have oversight of, and contribute to, pastoral systems and student support as required.
- Work with parents/carers and external agencies to secure the best possible outcomes for students.
- Celebrate achievement and personal development across the school community.

### School Improvement

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- Play a significant role in the preparation, implementation and monitoring of the School Development Plan (SDP) and Self-Evaluation Form (SEF).
- Drive improvement in identified priority and underperforming areas.
- Contribute to departmental and whole-school monitoring and evaluation activities.
- Support middle leaders in raising standards within their areas of responsibility.

### Staff Development and Professional Learning

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- Support the performance management and professional development of staff.
- Contribute to the identification of CPD needs and the delivery of INSET and training.
- Coach and mentor staff, including early career teachers and middle leaders.
- Engage fully in the school’s appraisal and professional review processes.
- Take responsibility for own professional learning and leadership development.

### Whole School Contribution

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- To follow the school’s policies and procedures for securing the safeguarding and welfare of students and staff.
- To contribute to the development of whole school policy, aims and outcomes.
- To play a full part in the life of the school community, support the distinct NSG ethos, and encourage staff and students to follow this example.
- Teach other subjects as required.
- To attend staff meetings and other meetings with colleagues or parents as appropriate and as reasonably directed.

# Person Specification.

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Education / Training / Qualifications	Essential / Desirable
<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Recent and relevant CPD</li> </ul>	<i>Essential</i>
<ul style="list-style-type: none"> <li>Masters level qualification</li> <li>Leadership/management qualification</li> </ul>	<i>Desirable</i>

Experience	Essential / Desirable
<ul style="list-style-type: none"> <li>Experience of working at a whole school level</li> <li>Proven track record in creating, implementing and delivering highly effective systems</li> <li>Involvement in self-evaluation and development planning</li> <li>Experience of conducting training/leading INSET</li> <li>Experience of effective learning and teaching at all key stages</li> <li>Innovation and creativity to engage and enthuse learners</li> <li>Excellent subject knowledge and classroom management skills</li> <li>Experience of planning, implementing and assessment</li> <li>Experience of achieving successful outcomes for students across a department or key stage</li> <li>Experience of developing the whole child through your subject</li> <li>Commitment to ongoing personal development</li> </ul>	<i>Essential</i>
<ul style="list-style-type: none"> <li>Experience of coaching and mentoring</li> <li>Experience in more than one school setting</li> </ul>	<i>Desirable</i>

Abilities, Skills and Knowledge	Essential / Desirable
<ul style="list-style-type: none"> <li>Clear strategic vision</li> <li>Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes</li> <li>Ability to communicate professionally with a range of stakeholders</li> <li>Data analysis skills and the ability to use data to inform provision planning</li> <li>Ability and passion to champion all children</li> <li>Ability to apply the use of ICT to teaching and learning</li> <li>An appreciation of local and national policies, priorities and statutory frameworks, including those relating to the safeguarding of children</li> <li>Ability to take initiative and to follow it through to completion</li> <li>Understanding of current debates and research about pedagogy within subject area</li> </ul>	<i>Essential</i>

Personal Skills and Attributes	Essential / Desirable
<ul style="list-style-type: none"> <li>A passionate belief in, and commitment to, the school's ethos</li> <li>Exceptional communication and interpersonal skills</li> <li>Judgement, strategic thinking, problem-solving</li> <li>Confidence with and ability to lead and motivate others</li> <li>Self-awareness and presence</li> <li>Positivity, optimism, dedication, enthusiasm, integrity and reliability</li> <li>Caring, kind and approachable</li> <li>Drive, diligence and conscientiousness</li> </ul>	<i>Essential</i>



<https://www.nsg.northants.sch.uk/vacancies>



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01604 679540



people@nsg.northants.sch.uk



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