



St John's CE
Primary Academy

Apply Now

Deputy Headteacher

Job Application Pack



WELCOME TO ST JOHN'S



Are you a passionate and dedicated leader looking for an exciting new challenge? St John's CE Primary Academy is looking to appoint an outstanding Deputy Head from September 2025.

Having recently joined the North West Academies Trust, St John's is entering an exciting phase of growth and transformation under a brand new leadership team. We are committed to providing the very best education for our pupils, ensuring high standards of achievement, behaviour, and progress for every child.

We are seeking a hardworking and aspirational Deputy Headteacher who can lead by example, inspire colleagues, and drive continuous improvement across the school. We want a Deputy Head who can see and create opportunity, think differently, innovate and have kindness at heart for all children.

If you have a clear vision for excellence, high expectations for both staff and pupils, and the ability to foster a positive and ambitious learning environment, we would love to hear from you.

Ricky Huddart, Headteacher



'With God All Things are possible'

ABOUT THE ROLE

General Responsibilities

The Deputy Head is to take a central role in assisting the Headteacher and the Governing Body to develop the Academy in accordance with its shared values and our school development plans. The Deputy Head is to be an outstanding teacher; an experienced curriculum and team leader and a key person in the senior management team.

The functions and specific responsibilities below are to be undertaken in conjunction with the duties of a Deputy Head as defined in the Teachers' Pay and Conditions Document.

Specific Responsibilities

The Deputy Head will be a model professional, setting an excellent example to teaching and support staff. You will work in close partnership with the Headteacher in actively and demonstrably promoting enrichment, entitlement and achievement through building and implementing agreed school policies.

You will lead by example of your practice, and by positively encouraging and supporting all members of staff. You will work with the Headteacher to ensure that the school offers a high quality, exciting, engaging, well resourced, differentiated and well matched curriculum for all children.

Are you an individual who is up for a challenge, has a vision for teaching excellence, and understands how important the right curriculum is to inspire children to learn? If so, St John's CE Academy is the school for you!



KEY RESPONSIBILITIES

Leadership & Management

- Work in partnership with the Leadership Team in the effective day-to-day management of the school and school community.
- Work with the Leadership Team, staff and Governors in the development, implementation and review of school improvement plans, including regular monitoring and evaluation of standards and quality of provision.
- Develop a strong learning environment that has, at its centre, high expectations of learning, work, performance, academic achievement and behaviour.
- Provide leadership in the development and management of teaching and learning, and in the creation and maintenance of high quality, stimulating, well resourced and child friendly learning environments.
- Work with the leadership team in setting, nurturing, promoting and maintaining a very high standard of behaviour and mutual respect throughout the school, ensuring that all staff play an active role in the pursuit of these standards.

Teaching & Learning

- Organise and implement a diverse, flexible curriculum.
- Establish creative, responsive and effective approaches to learning and teaching and ensure a culture and ethos of challenge and support where all pupils can have a voice, achieve success and become highly engaged in their own learning, and be enabled to actively support the learning of others.
- Work with the Headteacher to design, implement systems for the collection of useful, timely and accurate assessment data to track the progress of individuals and groups of children in order to inform planning, evaluate performance, track progress and secure raised achievement. This will include agreeing and articulating high expectations and setting stretching targets.

Strengthening Community

- Promote and model good relationships with parents and carers, which are based on partnerships to support and improve pupils' learning and achievement.

- Contribute to the development of the school as a community within the community; strengthening partnerships with families, neighbours, our local and wider community, other schools, services and the local authority.
- Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to policies and practices which promote equality of opportunity and tackle prejudice and discrimination.
- Contribute to the development of a curriculum which provides pupils with opportunities to enhance their learning within the wider community; to achieve economic well being and to make an active contribution.

Other duties and responsibilities

- Any other duties that the Headteacher may from time-to-time ask the post-holder to perform.

PERSON SPECIFICATION

Prerequisite

- Satisfactory enhanced DBS check and references.

Experience

- Significant experience of working as a key curriculum leader in a primary school.
- Experience as a current or recently practicing team builder/ leader/ manager.
- Experience of working with children across the primary age range.
- Experience of working with parents and carers, outside agencies, in partnerships and in collaboration to secure achievement, enrichment opportunities and resources for children.
- Experience and understanding of designing and implementing a 21st century curriculum for 21st century learners.

Qualifications or Training

- Qualified teacher status.
- Recent, relevant experience, particularly in relation to teaching, learning and assessment in leadership and management.
- Demonstrable leadership group experience.

Skills

- Able to effectively manage children's behaviour in a positive way and to promote good relationships and good behaviour.
- Able to work as part of the senior leadership team, take responsibility, be accountable.

- Highly developed interpersonal skills – able to talk effectively to children, parents, governors, external professionals and colleagues.
- Able to liaise effectively with agencies, build good working relationships and rapport with colleagues. Excellent written and verbal communication and able to help the school raise standards of achievement.
- Able to produce careful, accurate, positive and well written reports, policies, guidance, letters and memos.
- Able to read and use data and to use a range of sources of evidence to make judgments and identify next steps.
- Confident in use of ICT as a teaching, learning, communication and administrative tool.

Personal Qualities & Attributes

- Creative, warm, positive, engaging, transparent and intelligent.
- Well organised, calm, confident and assuring.
- Able to quickly engage and build appropriate relationships with children.
- High levels of emotional literacy.
- Able to lead, encourage, inspire, motivate staff.
- Dependable and reliable, with an excellent record of attendance.
- Willing to go the extra mile, have high levels of stamina, energy and determination.
- Effective team leader/member and a model of professionalism.
- Flexible, able to respond quickly to changes and think on your feet.

Why North West Academies Trust?

NWAT believes that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residential, swimming, inter school sports and special days out take pride of place on all the Trust school calendars.

St John's CE Academy joined NWAT in January 2025 and is working collaboratively with the Trust to improve standards in education outcomes for children.



For our staff, we offer:

Enrolment to the Mediacash Proactive Health Plan to help with costs of everyday healthcare.

Bespoke professional development opportunities.

Access to 24/7 Employee Assistance Programme.

Accredited counsellor to offer wellbeing support for all staff.

Positive recognition culture.

Open door policy for communication across the Trust.

Opportunity to contribute to the growth and development of NWAT.

“Opening Children’s Eyes to the Wonderful World of Possibility”

RECRUITMENT INFORMATION

How to apply

If you wish to gain further information or have an informal conversation, please contact admin@stjohnssandbach.co.uk or telephone **01270 762859**.

Should you wish to apply please download an application form from the St John's CE Primary Academy website and email your completed form to: admin@stjohnssandbach.co.uk by 9am, 28th April.

Safeguarding Commitment

The North West Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies Trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

KEY INFORMATION

Headteacher: Ricky Huddart
St John's CE Primary Academy
Heath Road, Sandbach CW11 2LE
Tel: 01270 762859
Email: admin@stjohnssandbach.co.uk
www.stjohnssandbachheath.cheshire.sch.uk

Key Dates:

School Tours available: 22nd April at 3.30pm or 23rd April at 4.30pm.
Closing date: 28th April at 9am
School observations & informal Zoom: From 30th April
Interviews: 9th May

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Wonderful World of Possibility"*

