



Stanbury Village School

**Recruitment Pack
Deputy Headteacher
Vacancy**



Stanbury Village School

Stanbury Village School is at the heart of the Bronte country and plays a fundamental role in the local community. We are a half form entry primary school who pride ourselves on our caring and nurturing environment where each member of the Stanbury family feels loved, cared for and valued. Families choose us because of our caring ethos, excellent behaviour and consistently strong outcomes.

A wonderful place to work and develop

We are incredibly proud of our nurturing culture where every child is supported to reach their potential; academically, socially and personally. Our pupils are curious, enthusiastic and motivated to learn, and our staff are committed, collaborative and passionate about making a difference.

At Stanbury Village School, learning is exciting, purposeful and memorable. We ensure all pupils, including those with SEND or from disadvantaged backgrounds, receive the support and challenge they need to thrive. Our curriculum is thoughtfully planned, well-sequenced and designed to help children know more, remember more and do more as they move through our school.

Join Us

This is an ideal time to join our dedicated team. As Deputy Headteacher, you will be helping shape a new leadership team and joining a school that is supportive, forward thinking and where your ideas, enthusiasm and leadership will have real impact. If you are committed to excellence, excited by innovation and passionate about helping children flourish, Stanbury Village School is the place for you. As Headteacher, I feel incredibly proud of our warm, hardworking and dedicated school community. Stanbury is a very special place to learn and to work, and we are excited to welcome a Deputy Headteacher who shares our values, our ambition and our commitment to providing the very best for our children.

Andy Robinson
Headteacher



Location

Stanbury Village School is nestled in the heart of West Yorkshire, surrounded by breathtaking landscapes and rich cultural heritage. This charming village school is perfectly positioned for easy access, offering:

- Proximity to the picturesque Bronte Waterfalls, a short walk away, ideal for outdoor learning and adventures.
- Just 1.5 miles from the literary haven of Haworth, home of the Brontë sisters, adding historical and cultural depth to its setting.
- Nearby Lower Laithe Reservoir, a tranquil spot for family outings and nature exploration.
- Excellent transport links: only 6 miles from Keighley, 9 miles from Hebden Bridge, and 12 miles from Bradford City Centre.

With its stunning rural scenery, rich local history, and convenient connections to nearby towns and cities, Stanbury Village School offers an inspiring environment for learning and community engagement.

Visits to School

If you would like to learn more about our unique school, visits are strongly encouraged. We warmly invite you to arrange a visit by contacting our Business Manager, Mrs Harrison, via the school office using the details below. This will give you the opportunity to meet the Headteacher, our wonderful pupils, and see first-hand why Stanbury is such a special place.

Email: office@stanbury.bradford.sch.uk

Telephone: 01535 642270

The Opportunity



Job Title: Deputy Headteacher
Responsible to: Headteacher
Salary Grade: L1 – L4 (Permanent)
Working pattern: 0.8 – Monday to Thursday or Full Time

Start date: September 2026

We are seeking to appoint a strategic, innovative, and driven Deputy Headteacher who will play a pivotal role in shaping the next stage of our school's journey. You will be a strategic leader who is passionate about continuous improvement and able to bring clarity, purpose, and momentum to whole school priorities.

Working closely with the Headteacher, you will **lead on key areas of school improvement:** modelling excellence and ensuring that initiatives are not only implemented but embedded, evaluated, and impactful. You will empower staff to refine and elevate their practice, ensuring consistency, ambition, and high expectations across all phases of the school.

We are seeking an **outstanding classroom practitioner** who leads with credibility, inspires others, and ensures that pupils experience exceptional teaching every day. Your practice will reflect the highest standards of pedagogy, innovation, and inclusive learning, setting the benchmark for excellence across the school. This post includes a three-day teaching commitment at present, allowing you to model and demonstrate your outstanding classroom practice.

As a **Deputy Designated Safeguarding Lead (DDSL)**, you will play a central role in maintaining our embedded safeguarding culture. You will ensure that all procedures are robust, statutory responsibilities are met, and staff are confident, well-trained, and vigilant in fulfilling their duties to keep children safe. You will work closely with families and external agencies to ensure that every child is protected, supported, and able to thrive.

This role requires a leader who can drive impactful change, build strong and trusting relationships, inspire staff at all levels, and ensure that outcomes for children continue to be above national averages. Your strategic leadership, moral purpose, and commitment to excellence will help secure the very best educational experience for our pupils.

If you are a highly motivated leader who is eager to make a significant, lasting difference within a high performing and ambitious school, we warmly welcome your application.

The Opportunity



We are looking to appoint a Deputy Headteacher who will:

- Be an exceptional, inspirational classroom practitioner with a proven track record of securing high-quality teaching, raising standards, and modelling excellence across the school.
- Use evidence informed practice to guide decision-making, improve outcomes, and lead whole school improvement with clarity and purpose.
- Hold unwavering ambition for the school, its pupils, its staff and the wider community, demonstrating the drive, optimism and moral purpose required to achieve excellence.
- Have a strong track record of leading and embedding sustainable change, including curriculum, inclusion or school improvement projects, and rigorously evaluating their impact on pupil outcomes.
- Demonstrate expertise in mentoring and coaching colleagues at all career stages, nurturing talent, developing strengths and building capacity across the school.
- Think and act strategically, showing resilience, sound judgement and the ability to prioritise effectively in a fast-paced leadership role.
- Be a champion for safeguarding, inclusion and diversity, ensuring statutory responsibilities are met and that all children feel safe, supported and valued.
- Be an articulate and influential communicator, able to build strong professional relationships and foster partnerships within and beyond the school as a system leader.
- Be a positive, collaborative team player who lives and promotes the values, ethos and ambitions of the school.
- Work in close partnership with the Headteacher to drive improvement, shape strategic direction and secure exceptional outcomes for all pupils.

In return we can offer you:

- Exceptional mentorship and support including a strong commitment to ongoing professional growth.
- An ambitious, dedicated and highly skilled staff team that values teamwork, trust and professional excellence.
- Clear opportunities for career progression within a forward-thinking leadership team that nurtures talent and invests in future leaders.
- Exemplary pupils who are motivated, curious and eager to learn, making Stanbury a truly rewarding place to work every day.

Job Description



Duties and accountabilities of post:

Overall Leadership:

- Support the Headteacher in driving high-quality education by leading agreed strategic areas across curriculum, teaching, behaviour, attitudes and pupils' personal development.
- Model an evidence informed approach, staying current with relevant research and using it to guide decision making and school improvement.
- Champion and model the school's ethos, values and high expectations, shaping whole school aims, policies and improvement priorities.
- Contribute to the creation, implementation and review of the School Improvement Plan, including using data to monitor progress and impact.
- Deliver outstanding classroom practice from EYFS to Year 6, as required, including occasional cover for absent staff.
- Foster positive relationships with stakeholders across the school community, including the governing committee.
- Contribute to efficient daily organisation, routines and systems to support the school to run efficiently.
- Maintain a presence around the school to ensure that the highest standards of behaviour are upheld.
- Liaise with other schools and agencies to support continuity of learning.
- Prepare reports for the Headteacher, Governors and other stakeholders.
- Carry out duties delegated by the Headteacher.

Curriculum Development

Contribute to:

- Designing, organising and delivering a coherent, high quality curriculum.
- Leading the development of a subject area (s) across the school.
- Shaping policies for teaching, learning, assessment and reporting.
- Ensuring curriculum continuity and entitlement for all pupils.
- Using pupil progress data to drive improvement, inform planning, motivate learners, update parents and support governance.

Job Description



Duties and accountabilities of post:

Leadership of Staff

- Support the recruitment, induction and development of teaching and support staff.
- Promote effective communication and positive staff participation.
- Under the direction of the Headteacher support with the teacher appraisal processes.
- Take a lead strategically on the oversight of the performance management of support staff across school.
- Provide professional advice, guidance and identify training needs.
- Provide strong, supportive leadership to colleagues.
- Play an active role in the School Leadership Team, attending meetings and reporting on allocated responsibilities.

Other Responsibilities

- Undertake additional duties in line with the role including acting in the Headteacher's absence.
- Maintain professional conduct and positive working relationships.
- Uphold Equal Opportunities and Anti-Discriminatory Practice.
- Adhere to all health and safety requirements.
- Adapt to changes in duties that remain consistent with the level of responsibility.

Specific responsibilities given to the Deputy Headteacher will be finalised upon appointment taking into consideration the candidates strengths and interests.

Personal Specification



Qualifications/Training	Essential	Desirable
Good honours degree (2:2 or higher)	✓	
QTS status	✓	
Relevant DSL Training or willingness to complete DSL Training		✓
Experience		
Experience of leading a high performing team.	✓	
Experience of teaching across multiple key stages.		✓
Experience and evidence of securing improvement and/or managing change at whole school level.	✓	
Experience of working as a deputy, assistant head or middle leadership position.	✓	
Experience of teaching in at least two schools.		✓
Skills and Knowledge	Essential	Desirable
Ability to communicate effectively at all levels.	✓	
Excellent interpersonal skills.	✓	
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community.	✓	
Proven record of exemplary teaching which has ensured good/ outstanding progress and achievement for pupils.	✓	
Clear understanding of the characteristics of successful behaviour management.	✓	
Ability to analyse data, develop strategic plans and set targets as well as monitoring and evaluating progress towards these to inform future development.	✓	
Excellent organisational and time management skills – with the ability to prioritise workload and work to specific deadlines.	✓	
Excellent ICT skills.	✓	
Ability to deal sensitively with people and resolve concerns/conflict.	✓	
Behaviours		
Understanding of and commitment to equality and diversity.		
Commitment to the protection and safeguarding of children.		
Passion for supporting vulnerable pupils to fulfil their potential with a willingness to go the extra mile on their behalf.		
Infectious enthusiasm and relentless positivity.		
Understanding of and commitment to the school's ethos and values.		
Capacity to work as part of a team as well as individually without supervision and under pressure.		
Demonstrate a positive and pro-active approach to work and focused on outcomes.		
Demonstrate creativity, flexibility and responsiveness to change.		
Commitment to continuous professional development of self and others to maximise skills/experience.		
Participation in a relevant senior leader development programme run by a nationally recognised body e.g. SAT, NCTL, NPQ.		
Other		
Willing to undergo training and staff development to maximise skills and experience relevant to the post.		

Safeguarding



This post is exempt from the Rehabilitation of Offenders Act 1974 under the Exceptions Order 1975 (as amended in 2013 and 2020). This means that both spent and unspent convictions and cautions may need to be disclosed. However, certain convictions and cautions are considered 'protected' under filtering rules and do not need to be disclosed. Guidance on what should be disclosed can be found on the Ministry of Justice website: [Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK](https://www.gov.uk/guidance/disclosure-of-convictions-and-cautions)

Stanbury Village School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexuality or religion.

The successful candidate will be required to undertake an Enhanced Disclosure via the Disclosure Barring Service (DBS).

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.





How to apply

To apply for this vacancy, please complete an application form and return to recruitment@stanbury.bradford.sch.uk

All shortlisted candidates will have chance to view the school during the school day, as part of the interview process.

Stanbury Village School is committed to safeguarding and promoting the welfare of all our children. All posts are subject to an Enhanced DBS check and references. Applicants will be subject to an online search if shortlisted. Proof of eligibility to work in the UK will be required.

Please note: CVs are not accepted for this post.

Closing Date: Wednesday 29th April 2026 at 9:00am

Short listing: Thursday 30th April 2026

Interviews: Thursday 7th May 2026 and if required Friday 8th May 2026

Interview Process and Key Dates

The interview process will take place over one day and will consist of a variety of tasks designed to assess your suitability for the post. Further details about some of these tasks will be provided in your invitation to interview, while others will be 'blind' tasks to assess your skills and knowledge more spontaneously.

Thank you

Thank you for taking the time to learn about our unique school and the exciting opportunities we have to offer. Whether you decide to visit us in person or take the next step by applying, we are excited about the possibility of welcoming you to our team. Together, we can create a positive and enriching environment where both students and educators thrive. We look forward to hearing from you!

Andy Robinson
Headteacher