



Deputy Headteacher Application Pack Stanley Road Primary School

Together We Succeed

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Deputy Headteacher Application Pack



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About Our Trust



Perry Hall Multi-Academy Trust has a singular, clear and unwavering purpose: to improve outcomes for all children across the Trust regardless of their starting point in life.

This is achieved by delivering a world class education, by ensuring pupils perform above national expectations, by providing holistic support to our pupils and their families and by adding value to the pupil experience at every given opportunity.

We safeguard and protect all of our schools, providing a platform from which we can grow and succeed together.

Our ethos is to support, collaborate and empower our schools to succeed. We celebrate their individuality and cherish their respective identities. Every one of our schools is different, with unique challenges, opportunities and personalities. We recognise that as a strength and something to be celebrated.

School to school support and staff CPD is provided by the PHMAT Training and Development team and creates an environment wherein all our schools work together to prosper and share best practice. It also provides a number of opportunities for staff to enhance their careers and share their specialist knowledge to others who are able to benefit from it, resulting in better outcomes and experiences for our children.

Values and Vision Statement

Personal Growth
Honesty
Mutual Respect
Ambition
Teamwork

We aim to provide outstanding education to enable every child to succeed at all levels. Through a clear vision which drives strategic direction, we endeavour to be recognised as a Trust that retains and grows robust leaders and governance by suitably equipping them to make substantial improvements at pace, putting the children's well-being, safety and education at the heart of every decision.

By establishing a sustainable framework for continuous improvement and professional growth, we will provide learning of the highest quality for all stakeholders, enabling success for everyone.

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Trust Safeguarding Statement



Perry Hall Multi-Academy Trust schools first priority is the welfare of our children. We are committed to the highest standard in protecting and safeguarding the children entrusted to our care at all time.

We recognise that some children may be the victims of neglect, physical, sexual or emotional abuse and that all of the staff are well placed to identify such abuse and offer support to children in need.

In our Trust Schools, we aim to:

- Create an atmosphere where all our children can feel secure, valued and listened to.
- Recognise signs and symptoms of abuse
- Respond quickly and effectively to cases of suspected abuse

We will support all children by:

- Encouraging self-esteem and self-assertiveness, whilst not condoning aggression or bullying.
- Promoting a caring, safe and positive environment within school.

Please refer to our Academy SEND policy to view our procedure on early identification and intervention of additional needs.

Everyone working with our children should be aware that:

- Their role is to listen and note carefully any observations that could indicate abuse
- They should not attempt to investigate once initial concern is raised

About Stanley Road Primary School

Success, Respect. Perseverance, Strength in Community

What makes Stanley Road special?

We have a large, skilled and experienced staff team. Our children represent many races, cultures and religions and bring a wealth of experiences and beliefs, but all come together to create the very special atmosphere which people often comment upon when they visit. In a previous Ofsted inspection one child described the school as a big happy family and the inspection team agreed.

We are very proud of that judgement. We see ourselves as part of the community and work hard to maintain relationships with both the families who use the school and the local residents.

We typically have around 30 different languages represented in school. Our motto of 'Reach for the Stars' reflects our high aspirations for all learners. Our values of 'Success, Respect. Perseverance, Strength in Community' reflect our ethos within school and the way we work with, children, families and other stakeholders.

We serve a diverse community and have developed a curriculum which meets everyone's needs: children are exposed to a wide variety of subjects and experiences so that they can gain the skills, knowledge and attitudes which will prepare them for a successful time at primary school and which also ensure that they are ready to go on and achieve well at high school and then into adult life, to become productive and successful citizens.



PHMAT Training and Development

We believe that what ultimately leads to the best possible education for our pupils is continual, life-long learning through the provision of support and training to both new and more experienced leaders and teaching staff.

It is vital that staff development is ongoing, collaborative and experimental which is why our Trust deliver a range of bespoke training courses and support programmes which are tailored to the needs of those we are delivering them to. We understand fully that ‘one size doesn’t fit all’ and that every school has its own individual needs and challenges.

PHMAT is proud to have a team of specialist leaders of education and expert practitioners who provide a high standard of support and training to both PHMAT schools and those outside of the Trust. The team has a shared goal – to improve the learning experience of all pupils in the Trust and provides a great number of CPD opportunities for staff across our Trust.



Job Description

Purpose of the Role

To support the Headteacher in leading and managing the primary school, ensuring high standards of teaching, learning, safeguarding and pupil wellbeing. The Deputy Headteacher will play a key role in school improvement, staff development and the delivery of a broad, balanced and ambitious primary curriculum rooted in the Trust's vision and values.

Key Responsibilities

Strategic Leadership

- Support the Headteacher in shaping and delivering the school's vision, values and School Development Plan.
- Deputise for the Headteacher in their absence.
- Provide leadership for a whole school priority or phase, agreed annually.
- Contribute actively as a member of the Senior Leadership Team.

Teaching, Learning and Curriculum

- Have a 0.5 teaching commitment
- Lead and monitor the quality of teaching and learning across the primary phases, including EYFS where applicable.
- Ensure a well sequenced, inclusive and engaging primary curriculum that meets the needs of all learners.
- Promote high expectations for behaviour, achievement and personal development.
- Use assessment and pupil progress information to inform improvement and intervention.

Staff Leadership and Professional Development

- Line manage and performance manage identified teaching and support staff.
- Coach, mentor and support teachers to improve classroom practice and outcomes.
- Lead or contribute to whole staff professional development aligned to school priorities.
- Model effective primary teaching and positive behaviour management.

Pupil Outcomes, Inclusion and Wellbeing

- Ensure effective provision for vulnerable pupils, including SEND, disadvantaged pupils and those with additional needs.
- Promote a nurturing, inclusive and safe learning environment.

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- Support behaviour systems that are consistent, fair and developmentally appropriate.

Safeguarding

- Take shared responsibility for safeguarding and child protection across the school.
- Ensure safeguarding policies and procedures are understood and followed.
- Act promptly on concerns and contribute to a strong safeguarding culture.

Accountability and Partnership

- Support self-evaluation and school improvement planning.
- Work with governors, parents and external agencies to support pupil progress and wellbeing.
- Contribute to reporting on school performance and priorities.

General Responsibilities

- Fulfil the professional duties of a teacher in line with the School Teachers' Pay and Conditions Document.
- Uphold the Trust's values, equality policies and professional standards.
- Commit to ongoing professional development and reflective practice.
- Promote teamwork, collaboration and high expectations for all.

Conditions of Service

- Appointed under the School Teachers' Pay and Conditions Document.
- Enhanced DBS clearance required.
- The role will be reviewed and may evolve to meet the needs of the school.

Person Specification

PERSON SPECIFICATION FOR DEPUTY HEAD TEACHER

Essential	Desirable	Evidence
Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Educated to degree level • Evidence of continued professional development 	<ul style="list-style-type: none"> • Evidence of personal commitment to continuous professional development • Leadership course attendance within past two years 	Application form
Teaching and Learning Experience <ul style="list-style-type: none"> • Successful primary teaching experience across • Evidence of consistently good or better classroom practice • Strong understanding of the primary curriculum, including assessment for learning • Proven ability to raise standards and improve pupil outcomes • Experience of leading teams to achieve a specific outcome for children 	<ul style="list-style-type: none"> • Experience teaching across multiple year groups • Involvement in curriculum development or subject leadership 	Application and interview
Leadership and Management <ul style="list-style-type: none"> • Experience of middle or senior leadership in a primary school • Ability to lead whole-school or phase improvement initiatives • Experience of supporting, coaching or mentoring staff • Ability to work closely with the Headteacher in a small leadership team • Willingness to deputise for the Headteacher when required 	<ul style="list-style-type: none"> • Experience of performance management • Experience of supporting school self-evaluation and school improvement planning • Involvement in inspection preparation or school review processes 	Application form interview
Pupil Care, inclusion and safeguarding <ul style="list-style-type: none"> • Strong commitment to safeguarding and child protection 	<ul style="list-style-type: none"> • Previous role as DSL or Deputy DSL 	

<ul style="list-style-type: none"> • Clear understanding of the needs of vulnerable pupils, including SEND and disadvantaged children • Commitment to inclusive practice and equality of opportunity • Ability to promote positive behaviour, wellbeing and personal development 	<ul style="list-style-type: none"> • Experience working with external agencies and families 	
<p>Personal Qualities</p> <ul style="list-style-type: none"> • To relish challenge and perform efficiently in this significant key role • Ability to take responsibility for others' performance • To be able to lead by example • Tenacity and commitment while working under pressure • Ability to think strategically • Ability to organise, prioritise and delegate • The ability to synthesise information quickly and effectively whilst maintaining an intensive workload • Ability to manage time effectively and work to deadlines • Good team player • Ability to enthuse and motivate others • Good communication skills both orally and in writing 	<ul style="list-style-type: none"> • A commitment to providing extra-curricular activities and an understanding of its impact upon school ethos 	<p>Application form Selection day interview</p>
<p>Other</p> <ul style="list-style-type: none"> • Commitment to inclusive practice • Commitment to pupils • Good attendance and punctuality record 	<ul style="list-style-type: none"> • Governance experience/involvement with governors 	<p>Application form Interview</p>

Post Information

Role: Deputy Head Teacher

Salary: Leadership Points 3 – 7 (£54,394 to £60,145 per annum)

Closing Date: Friday 15th May 2026 at 12 noon

Start Date: September 2026

Employee Benefits:

Trust staff are entitled to the following:

- Access to highly sought Local Government Pension Scheme
- Yearly well-being day
- Access to an employee benefits portal which includes a number of discount vouchers for shopping, entertainment and dining
- A Cycle to work scheme
- Free will-writing service
- Free telephone counselling and online access to our employee advice and assistance portal
- A salary sacrifice scheme which allows you to buy a new car
- An Employee Assistance Programme
- A Financial well-being service
- A Health Cash plan
- A Voluntary Private Medical service

Visits to the school:

Applicants are encouraged to visit our academy before applying. To arrange a visit, please contact our office stanleyroad.office@perryhallmat.co.uk or 01905 355043.

Applying:

Please complete our application form and return to stanleyroad.office@perryhallmat.co.uk by Friday 15th May.

Safer Recruitment:

Within all PHMAT schools, our first priority is the welfare of all our children and we follow a strict safer recruitment procedure for any new appointments.

All staff in every role are committed to the highest standards in protecting and safeguarding the children entrusted to our care, at all times.

Contact Details

Address

Stanley Road Primary School
Stanley Road
Worcester
Worcestershire
WR5 1BD

Call

01905 355043

Email

Stanleyroad.office@perryhallmat.co.uk

Visit

www.Stanleyroad.worcs.sch.uk



Perry Hall Multi-Academy Trust
PO Box 7177
Greenacres Avenue
Wolverhampton
WV1 9DB

www.perryhallmat.co.uk

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Recruitment Privacy Notice

Recruitment and Candidate Information

What is a Privacy Notice?

The UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 give individuals the right to be informed about how their personal data is collected and used. This Recruitment Privacy Notice explains how Perry Hall Multi-Academy Trust uses personal data relating to individuals who apply for posts within the Trust.

Personal data means any information that can identify you directly or indirectly. Processing refers to any activity involving personal data, including collecting, storing, sharing and deleting it.

This notice explains:

- why we use your personal data
- the legal basis for using it
- what personal data we collect
- where we collect it from
- who we share it with
- how long we keep it
- your rights under data protection law

About this Privacy Notice

This notice applies to all applicants for employment with Perry Hall Multi-Academy Trust, including those applying to academies within the Trust and to posts within the central team. Perry Hall Multi-Academy Trust is registered as a Data Controller with the Information Commissioner's Office (ICO) and is responsible for determining how personal data is processed.

The Trust has appointed a Data Protection Officer (DPO) through Services 4 Schools Ltd. The DPO can be contacted at: DPO@PerryhallMAT.co.uk.

What information do we collect?

We only collect personal data that is necessary to manage our recruitment and safer recruitment processes. This may include:

- name, address and contact details
- employment history, qualifications, skills and experience
- current salary and benefits information
- right to work documentation
- references from current and previous employers
- information required to carry out safeguarding and pre-employment checks
- information about health or disability where reasonable adjustments are required
- equal opportunities monitoring data, including ethnicity, religion or belief, sexual orientation and health

How do we collect your personal data?

We collect personal data directly from you through application forms, supporting documentation, interviews and assessments. We also collect information from third parties, including:

- referees
- the Disclosure and Barring Service (DBS)
- employment background and right to work check providers

For shortlisted candidates, online searches may be carried out as part of safer recruitment practices. These checks are proportionate and relate only to an individual's suitability to work with children.

Why do we process your personal data?

We process personal data to:

- assess your suitability for employment
- make recruitment decisions
- carry out safeguarding and safer recruitment checks
- comply with legal and regulatory obligations
- respond to legal claims or requests

Lawful basis for processing

We process personal data under the following lawful bases:

- Article 6(1)(c) UK GDPR – compliance with a legal obligation
- Article 6(1)(f) UK GDPR – legitimate interests in operating effective recruitment processes

Where we process special category data, this is done under:

- Article 9(2)(b) UK GDPR – employment and social protection obligations
- Article 9(2)(g) UK GDPR – substantial public interest (safeguarding)
-

Criminal conviction data is processed under Article 10 UK GDPR and Schedule 1 of the Data Protection Act 2018 where required for safeguarding and safer recruitment.

We will not use your personal data for any purpose other than the recruitment process for which you applied.

Who has access to your personal data?

Access to personal data is restricted to those involved in the recruitment process, including:

- recruitment and interview panels
- senior leaders and managers
- Human Resources providers
- IT staff where necessary

We may share data with third parties including:

- Services 4 Schools Ltd (HR provider)
- the Disclosure and Barring Service
- right to work and background check providers
- referees
- legal representatives or public authorities where required by law

International data transfers

We do not routinely transfer personal data outside the UK. Where data transfers are necessary, appropriate safeguards will be in place in line with UK GDPR.

How do we protect your personal data?

The Trust has appropriate technical and organisational measures in place to protect personal data from loss, misuse or unauthorised access. Policies including the Data Protection Policy and Records Management Policy are available on our website.

How long do we keep your data?

If you are unsuccessful, recruitment data will be retained for six months after the recruitment process and then securely destroyed.

If you are successful, recruitment data will be transferred to your personnel file and retained in line with the Trust's employee privacy notice.

What happens if you do not provide personal data?

You are not legally required to provide personal data during recruitment. However, failure to provide essential information may prevent us from progressing your application.

Equal opportunities data is optional and not used as part of the selection process.

Your data protection rights

You have the right to:

- access your personal data
- request correction of inaccurate data
- request erasure of data where applicable
- restrict or object to processing
- withdraw consent where processing is based on consent
- lodge a complaint with the Information Commissioner's Office

We do not make recruitment decisions based solely on automated decision-making.

Contact

If you have any questions or wish to exercise your rights, please contact:

Data Protection Officer

Perry Hall Multi-Academy Trust Business Team

PO Box 7177

Greenacres Avenue

Wolverhampton

WV1 9DB

Email: DPO@PerryhallMAT.co.uk

You also have the right to contact the Information Commissioner's Office at:

<https://ico.org.uk/concerns/>

Update April 2026