

The Beeches



Primary School



Deputy Headteacher

Candidate Pack

April 2026





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Welcome from the Head

Dear Applicant,

I would like to thank you for your interest in the role of Deputy Headteacher at The Beeches Primary School. In this pack, you will find key information about the school, the job description and person specification for this role.

The Beeches Primary School, Peterborough, is seeking to appoint an exceptional and motivated leader with a passion for education and the knowledge, skills, and experience to work in collaboration with the Senior Leadership Team to build on our strong foundations and drive the school forward.

This is an exciting opportunity for an ambitious, self-motivated and resilient leader to support the next phase of the school's development, building on recent improvements in outcomes while addressing the very real challenges of disadvantage and SEND.

The successful candidate will work closely with the Headteacher and wider leadership team to drive school improvement, uphold our high standards, and support the continued development of our inclusive, nurturing, and aspirational school community.

If you are the inspirational leader we are looking for, who will empower, develop, support and challenge everyone in our school community to achieve their potential, please apply for the role by completing the accompanying application form and submitting a cover letter with a candidate statement.



Your cover letter with the candidate statement should address the person specification and provide evidence of impact from your current role and previous experience. Your letter should be no more than two sides of A4 when typed. Please email your application form and cover letter to: office@beeches.Peterborough.sch.uk

Visits to our school are warmly encouraged. There are two designated days for visiting: **Thursday 16th April 9am-4pm** and **Tuesday 21st April 9am-4pm**. Please contact the school office (Tel: 01733 209877; Email: office@beeches.peterborough.sch.uk) to book an appointment, or if you need any support to enable you to participate in the recruitment process. The closing date for applications is **Thursday 23rd April 2026 at 12:30pm** and a 2-day assessment with interviews will be held on **Wednesday 6th and Thursday 7th May 2026**.

The Beeches Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will need to undertake an enhanced criminal record check via the DBS. They will also be required to sign a declaration form declaring that they are not disqualified from undertaking this work under the "Childcare (Disqualification) Regulations 2009".

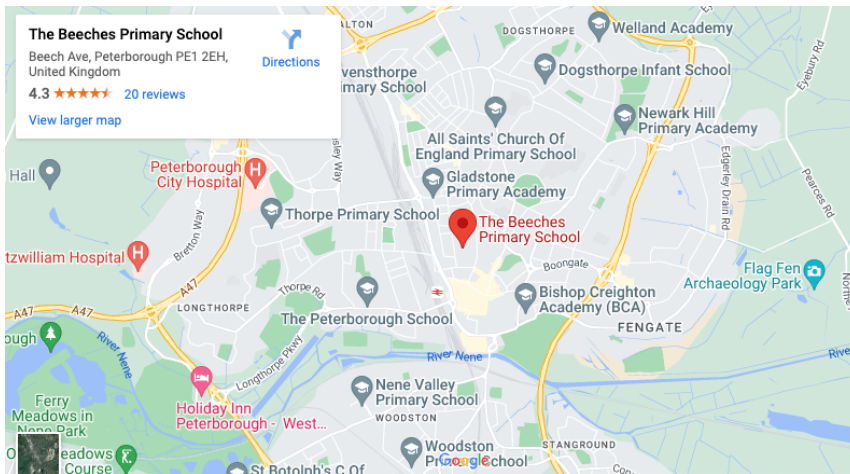
References, one of which should be the Headteacher of your current school, will be sought for candidates invited to interview. All applications will, of course, be treated in the strictest confidence.

Thank you for your interest in the role of Deputy Headteacher at The Beeches Primary School. I look forward to receiving your application.

Will Fisk, Headteacher

Key Information

- ▶ The Beeches Primary School
- ▶ URN: 110756
- ▶ Peterborough
- ▶ Deputy Headteacher
- ▶ Pay range: Leadership L13-17
- ▶ Start: Sept 2026 or Jan 2027 for the right candidate
- ▶ Application closes: Thursday 23rd April at 12:30 pm
- ▶ Assessment / Interview dates: 6-7th May 2026. Only applicants successful after Day 1 activities will be invited to Day 2 and the interviews.
- ▶ The school is within easy walking distance from the centre of Peterborough and Peterborough Railway Station. If travelling by car, due to limited on-site parking facilities, we recommend that you contact the school and pre-book a parking space. The nearest public car park is located at Northminster, for which the postcode is PE1 1AY. This is approximately five minutes' walk from the school.



About The Beeches

One School, One World, United

The Beeches Primary School is a welcoming and inclusive primary school in the centre of Peterborough.

Our children come from a wide range of cultural backgrounds, making for a diverse and vibrant learning community.

Our children make very good progress, are enthusiastically engaged in their learning and behave consistently well.

Ethos:

- ▶ The Beeches Primary School develops children's knowledge & skills
- ▶ Encourages their awareness & understanding
- ▶ Supports them in their learning
- ▶ Identifies challenges to their learning, providing strategies to support them
- ▶ Celebrate with them their successes.
- ▶ Our broad, precise and ambitious curriculum enables every child to meet or exceed expectations.

Vision:

- ▶ By 2027, every child will perform to the best of their abilities, regardless of their start points, needs and challenges. Every child and staff member feels valued and thrives in a school community where children gain the skills and knowledge to help pave the way for their future selves; life-long learning prepares them for a changing world.



About The Beeches

One School, One World, United

Our Aims and Values:

1. **Excellence.** To strive for excellence, encouraging high standards and enabling our children to become confident, independent learners.
2. **Caring.** To consistently nurture caring relationships, pro-social behaviour, empathy and taking care of our own well-being.
3. **Collaboration.** To create a collaborative partnership between home, school, and the wider community, providing high-quality information and good communication to overcome barriers to learning.
4. **Reflection.** To develop personal, spiritual, and moral values to promote tolerance, equality and respect for ourselves, others, and the environment.
5. **Curiosity.** To develop curious minds through encouraging children to ask questions and explore why things happen and how they work.
6. **Resilience.** To develop resilience and use mistakes as a tool for learning.
7. **Creativity.** To encourage children to use their imaginations, think outside the box and try new things.
8. **Articulate.** To develop our children's ability to speak confidently, expressing their feelings and opinions.
9. **Sustainability.** To develop our children's understanding of sustainability, and how they can support a sustainable environment in their school, homes, and communities.



Ofsted - Good

The school was inspected in **November 2023**.

The report is available on the school website and previous inspection reports, on the Ofsted website.

- ▶ *“All pupils are warmly welcomed at The Beeches Primary School. Pupils live by the school’s values, which include caring for each other and striving for excellence.”*
- ▶ *“Pupils are respectful and kind towards each other.”*
- ▶ *“The school has a broad and ambitious curriculum that sets out the key learning for pupils from Reception to Year 6.”*
- ▶ *“Pupils develop real pleasure in reading.”*
- ▶ *“The school is ambitious for pupils with SEND. Support plans are clear. These provide guidance for teachers and set out the best methods to support pupils in lessons.”*
- ▶ *“The school’s personal development programme is well planned and delivered.”*
- ▶ *“The arrangements for safeguarding are effective.”*

Ofsted Inspection Report: GOOD

The Beeches Primary School, Jan 2024



The Beeches by numbers

- ▶ Pupils on roll (March 2026):

616 – 3 form entry

- ▶ Age Range: Reception to Year 6

(4-11yrs)

- ▶ Leadership structure:

1 Headteacher, 1 DHT, 3 AHT phase leaders (teaching), 1 DSL (plus 4 Deputy DSLs), 3 SENCo, Subject Leads

- ▶ Numbers of staff:

28 teachers

2 HLTAs

40 TAs

9 members of the admin team (including Officer team, Business Manager, Attendance Officer and Family Support Team)



The Beeches by numbers

- ▶ % Pupils with SEND support (EHCP):
21% (3.5% EHCP)
- ▶ % Disadvantaged Pupils (PP/FSM):
44%
- ▶ % EAL:
77% (based on parental input)
- ▶ Attendance:
5.2% (as of March 2026)
- ▶ Results – Gov.UK Results [Link Here](#)
- ▶ Last Ofsted:
 - ▶ Good (Nov 2023)

As of March 2026



A young girl with dark hair, wearing a blue school uniform, is climbing a rope on a tree. She is smiling and looking towards the camera. The background shows green foliage and a clear sky.

Job Description: Deputy Headteacher

The Beeches Primary School

Group Size 4

Pay Range: L13-17

Responsible to The Headteacher

Main purpose of the job

The deputy headteacher, under the direction of the headteacher, will take a major role in:

- Formulating the aims and objectives of the school
- Establishing policies for achieving these aims and objectives
- Managing staff and resources to that end
- Monitoring progress towards the achievement of the school's aims and objectives
- Promoting a positive, ambitious and collaborative school culture
- Providing strategic leadership for the development, implementation and evaluation of the school's curriculum, ensuring it is ambitious, inclusive and enables all pupils to achieve high standards
- Ensuring the progress, attainment and wider outcomes of all pupils' especially those experiencing disadvantage or deprivation
- Leading the school's work in supporting disadvantaged pupils, by taking responsibility for the strategic use of the Pupil Premium Grant
- Working collaboratively as a member of the Senior Leadership Team to secure high-quality teaching, learning and curriculum provision across the school
- Deputising for the Headteacher across all aspects of school leadership:

If the headteacher is absent, the deputy headteacher will deputise, as directed by the governing board.

The deputy headteacher will also be expected to fulfil the professional responsibilities of a headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

A young girl with dark hair, wearing a blue school uniform, is climbing a rope on a tree. She is smiling and looking towards the camera. The background shows green foliage and a clear sky.

Qualities

The deputy headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils
- Provide inspirational, energetic, collaborative and supportive leadership across the school
- Provide strong and creative strategic, organisational and operational leadership across the school
- Provide strong and timely management of all school staff

Duties and responsibilities: School culture and behaviour

Under the direction of the headteacher, the deputy headteacher will:

- Work alongside the senior leadership team (SLT) and other staff members to create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Promote and consistent implementation of high standards of pupil behaviour by ensuring fair, clearly understood rules and routines are embedded across the school and modelled by all staff and pupils, in line with the school's behaviour policy

Teaching, curriculum and assessment

Under the direction of the headteacher, the deputy headteacher will:

- Provide strategic leadership for teaching, learning and standards across the school, ensuring high expectations for achievement, progress and behaviour are consistently embedded
- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Lead improvements in the quality of teaching and learning
- Ensure teaching is underpinned by subject expertise
- Lead / support valid, reliable and proportionate approaches to whole-school assessment systems, and effectively use formative assessment to assess pupils' knowledge and understanding of the curriculum, and inform strategy and decisions
- Analyse and interpret pupil performance data to inform strategic decision-making
- Ensure the design, implementation and review of a broad, structured, coherent, ambitious and inclusive curriculum that meets the needs of all pupils, particularly those who are disadvantaged or have SEND
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Identify underachievement and implement timely, impactful interventions ensuring pupils including those who are disadvantaged / vulnerable receive effective and co-ordinated support
- Teach assigned classes to a high standard and act as a role model for others
- Ensure the safety and wellbeing of all pupils





Additional and special educational needs (SEN) and disabilities

Under the direction of the headteacher, the deputy headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND code of practice](#).

Organisational management and school improvement

Under the direction of the headteacher, the deputy headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Lead self-evaluation processes and contribute to the School Improvement Plan
- Lead, manage and develop staff effectively with due attention to workload
- Support the Headteacher in the development and implementation of staff development and appraisal systems and lead the performance management and appraisal of staff as directed
- Line manage designated staff and support their professional development
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure financial resources are used appropriately, efficiently and effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely, suited to the school's context and effectively implemented
- Work collaboratively with the Senior Leadership Team to secure and sustain high-quality teaching and learning
- Support and lead the school in preparing for inspection and external review
- Support and lead the organisation and deployment of staffing resources
- Contribute to the recruitment and selection of staff
- Promote staff wellbeing and a healthy work-life balance
- Deputise for the Headteacher in their absence



Professional development

Under the direction of the headteacher, the deputy headteacher will:

- Support and lead high-quality continuing professional development (CPD)
- Ensure staff have access to appropriate, high standard professional development opportunities
- Monitor the quality of teaching through observations, learning walks, book scrutiny and pupil voice
- Coach, mentor and support staff, including ECTs and new teachers
- Keep up to date with developments and research in education
- Seek training and continuing professional development to meet own needs
- Promote the deep engagement of staff in relevant CPD opportunities

Governance, accountability and working in partnership

Under the direction of the headteacher, the deputy headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Attend Full Governing Board meetings and run the subject leaders' section prior to the meetings
- Report to governors concisely on curriculum developments, pupil outcomes and the impact of strategies designed to support disadvantaged and vulnerable pupils
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully as an ambassador for the school, building partnerships with other schools, organisations and external partners
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils
- Promote and lead on the development of high levels of parental and community engagement



Other areas of responsibility

- Support safeguarding leadership, including acting as Deputy DSL
- Lead areas of school improvement linked to curriculum quality, enrichment opportunities, clubs and pupil equity, ensuring opportunities that enhance the curriculum and broaden pupils' experiences
- Support and contribute to the management of the school's financial, physical and information resources
- Ensure resources are deployed effectively in line with school policies
- Contribute to operational leadership, including timetabling and staffing where required
- Direct colleagues responsible for website updates relating to curriculum information and ensure that published material meets statutory requirements

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the deputy headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Personal Specification: Deputy Headteacher

The governing body of The Beeches Primary School is determined to ensure that the school promotes a broad and balanced curriculum and provides a learning environment which is child-centred, creative and challenging. We are looking for a Headteacher that can both deliver and further develop this vision working collaboratively with staff, governors and the local community. The successful applicant will have the following qualifications and characteristics:

CRITERIA	QUALITIES	Essential	Desirable
Qualifications and training	• Qualified teacher status	E	
	• Degree	E	
	• Evidence of sustained and relevant professional development	E	
	• NPQLT, NPQSL or equivalent leadership qualification (or working towards)		D
	• Up-to-date safeguarding training (including KCSIE knowledge)	E	
	• DSL or Deputy DSL training		D
Experience	• Successful senior leadership and management experience in a primary setting - minimum 2 years' experience	E	
	• Teaching experience across the primary age range minimum 5 years' experience	E	
	• Involvement in contributing to school self-evaluation and strategic school development planning	E	
	• Experience leading school improvement initiatives with impact	E	
	• Proven whole-school responsibility for teaching and learning	E	
	• Proven impact on raising attainment and accelerating progress	E	
	• Experience monitoring teaching and learning (observations, learning walks, book scrutiny, pupil voice)	E	
	• Experience contributing to curriculum design and review	E	
	• Experience leading or implementing whole-school assessment systems	E	
	• Experience leading support for vulnerable pupils, disadvantaged pupils, behaviour systems, SEND, EYFS, curriculum, assessment or inclusion	E	
	• Experience leading professional development	E	
	• Demonstrable experience of successful line management and staff development	E	
	• Experience deputising for a Headteacher		D
	• Experience preparing for or supporting inspection	E	
	• Experience managing timetables or staffing structures	E	
	• Experience building effective partnerships with parents and external agencies	E	

Safeguarding & equality

- ▶ The Beeches Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful applicant will be subject to enhanced DBS and other safeguarding checks.
- ▶ Equality, diversity and inclusion are at the heart of everything we do, and we pride ourselves on being an equal opportunities employer. We welcome applications from all suitably qualified individuals and value diversity in our community.





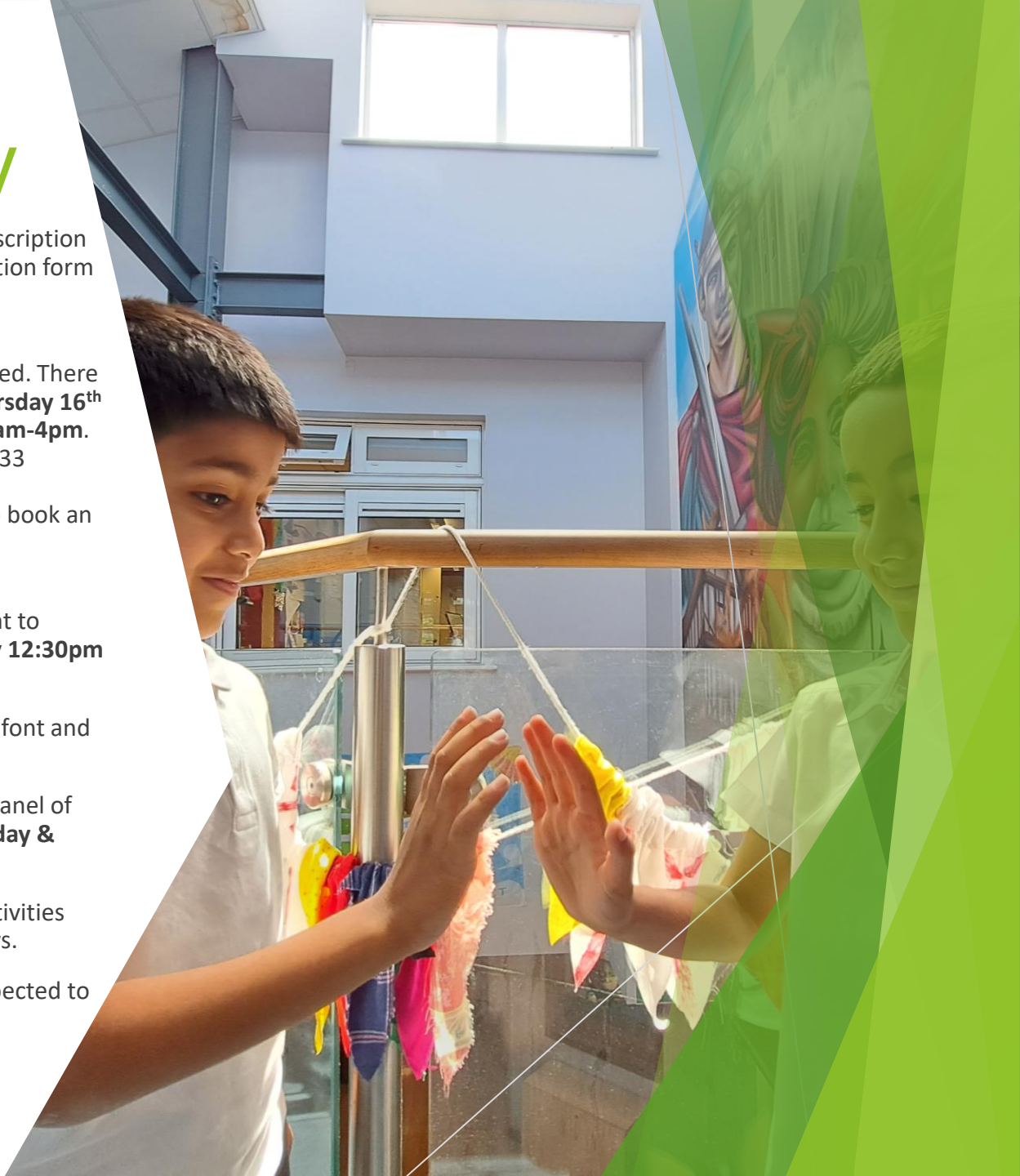
About Peterborough

- ▶ Peterborough, commonly known as the City of Peterborough, is a unitary authority district with city status in the ceremonial county of Cambridgeshire, England.
- ▶ The area is named after its largest settlement, Peterborough but also covers a wider area of outlying villages and hamlets.
- ▶ The district's area covers parts of the historic counties of Northamptonshire and Huntingdonshire, as well as a small part of Cambridgeshire.
- ▶ In 1965, the area became part of the short-lived county of Huntingdon & Peterborough before becoming a district of Cambridgeshire in 1974. Located in the East Anglia region of England, the area borders the surrounding counties of Lincolnshire and Northamptonshire.
- ▶ The population of the district was 219,510 (as of mid-2023) making it the second-largest district by population in East Anglia (after Norwich)
- ▶ The district contains many notable attractions and landmarks including Peterborough Cathedral, Burghley House, Nene Valley Railway, & Longthorpe Tower.



How to apply

- An application pack including the Job Description and Person Specification and the application form are available from the school office office@beeches.peterborough.sch.uk
- Visits to our school are warmly encouraged. There are two designated days for visiting: **Thursday 16th April 9am-4pm** and **Tuesday 21st April 9am-4pm**. Please contact the school office (Tel: 01733 209877; Email: office@beeches.peterborough.sch.uk) to book an appointment
- Applicants must submit their completed application form and candidate statement to office@beeches.Peterborough.sch.uk by **12:30pm Thursday 23rd April**
- Candidate Statement must be in Arial 12 font and no more than 2 sides/pages.
- Assessment days and Interviews with a panel of governors & advisors will be on **Wednesday & Thursday 6-7 May 2026**.
- Only applicants successful after Day 1 activities will be invited to Day 2 and the interviews.
- The new Deputy Headteacher will be expected to take up the post in Sept 26 OR Jan 27.



Application timeline

Application open: 9 April 2026

Applications close: 23 April 2026

Shortlisting: 24 - 27 April 2026

Invite to assessment: 28 April
2026

Assessment: Day 1: 6 May 2026
Day 2: 7 May 2026



The Beeches



Thank you for your interest in
the role of
Deputy Headteacher
at The Beeches Primary School

Candidate Pack April 2026

Primary School