



Welcome to our Trust

Deputy Headteacher
Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of Deputy Headteacher.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Becky Williams, Office Manager at office@pinesprimary.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin

CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

3

counties

22

academies

About Pines Primary School and Pine Cones Preschool



The Pines Primary School

The Pines Primary School opened in September 2018, and is a happy, creative and inclusive school located in Red Lodge, just off the A11 between Mildenhall and Newmarket.

We aim to ensure that all our pupils are excited about coming into school each day and every day are enthused by their learning through every aspect of school life.

Our ethos of 'transforming lives through inspirational learning' underpins everything we do and is reflected in the variety of learning opportunities on offer at The Pines.

Pine Cones Pre-school

At Pine Cones Pre-school we promote a safe, stimulating environment where children can learn through the joy of discovery. We follow the 'In the Moment' approach where children learn and develop through high quality adult interaction and play.



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact ,Kerry Darby, Headteacher at office@pinesprimary.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



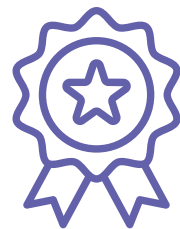
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

The Deputy Headteacher will provide strategic and operational leadership to ensure all pupils receive a high-quality education within a safe, inclusive and nurturing environment. Working in close collaboration with the Headteacher and senior leadership team, the Deputy Headteacher will play a key role in the effective operational and day-to-day management of the school, leading agreed whole-school priorities, acting as the Designated Safeguarding Lead (DSL) and deputising for the Headteacher when required.

The postholder will contribute actively to the development, implementation and communication of the school's strategic vision, ensuring consistent practice, high expectations and accountability across the school. As an exemplary practitioner, the Deputy Headteacher will lead by example in the classroom and support colleagues through coaching, mentoring, professional dialogue and collaborative working. The Deputy Headteacher will take a lead role in curriculum development, monitoring and evaluation, working collaboratively with staff to ensure the delivery of a coherent, broad, balanced and ambitious curriculum that meets the needs of all pupils. As the designated lead for assessment, they will oversee systems for tracking pupil progress, analyse data effectively, identify trends and gaps, and coordinate timely, targeted interventions to improve outcomes. Through strong operational oversight and partnership working, the Deputy Headteacher will help secure sustained improvement, ensuring pupils consistently experience high-quality teaching, feel safe and supported, and achieve strong academic and personal outcomes.

Job Description

Deputy Headteacher

The Pines Primary School



SALARY:	Leadership Scale point 7 £60,145 FTE- Point 11 £66,368 FTE
HOURS:	Full time , Permanent
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS <plus Barred List Checks>
LOCATION:	The post holder will be based at Pines Primary School but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Headteacher

Strategic direction and development of the school

- Working with the Headteacher to contribute to a strategic view for the school in its community and analyse and plan for its future needs and further development within the local, national, international context, and also in line with the strategic direction of Anglian Learning Trust
- Undertake leadership requirements to support the school meet any Trust expectations
- Demonstrating high standards of personal integrity, loyalty, discretion and professionalism
- Publicly supporting all decisions of the Headteacher and Governing Body

Teaching and Learning

- Providing an example of 'excellence' as a leading classroom practitioner and inspiring and motivating other staff
- Working with the Senior Leadership Team and Headteacher to sustain high expectations and excellent practice in teaching and learning throughout the school.
- Monitor and evaluate the quality of teaching and standards of pupil's achievement and use benchmarks and set targets for improvement.
- To share with the Headteacher, responsibility for assessment across the school, ensuring any statutory requirements are met and reports are prepared for all stakeholders.
- To support all members of staff to raise pupil's standards of achievement, and to evaluate practice.
- Use coaching as a strategy with colleagues, at all levels, to support positive outcomes for all pupils and support with the appraisal process.

Leading and Managing Staff

- Working with the Headteacher to lead, motivate, support, challenge and develop all staff to secure continual improvement including your own continual professional development.
- To lead on specific school improvement priorities delegated by the Headteacher
- To support the Headteacher with monitoring the work undertaken by subject leaders
- To contribute towards appraisal of all staff

Sufficient and effective deployment of staff and resources

- By the direction of the Headteacher, lead on specific provisions the school is expected to be accountable for.
- In consultation with, and by the direction of the Headteacher manage the day-to-day deployment of teaching assistants ensuring any specific special education statutory needs are met.
- Support the Headteacher with the deployment of class teachers and HLTAs.
- Ensure any supply staff are deployed effectively, supported and clear on their duties for the day.

Accountability

- Supporting the Headteacher and Governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders

Specific Duties

- Deputise for the Headteacher in their absence.
- Deputy Designated Safeguarding Lead.
- Take a major role in the day-to-day operational running of the school.
- Contribute to a positive ethos for learning and ensuring the school and Trust values are upheld and promoted.
- Contribute to providing an exciting, stimulating and creative curriculum which meets any statutory requirements and meets the needs of the school's curriculum intent.
- Promote the values and achievements of the school to the wider school community.
- Assist with the appointment and induction of new staff
- Take overall responsibility for the placement and monitoring of work experience students and ITT placements; and take on the role of ECT induction tutor.
- Assist in the preparation, implementation and monitoring of the School Development Plan
- Undertake such reasonable activities around some core aspects of the school, as the Headteacher and Governors may, from time to time require lead on.
- To be deployed by the Headteacher to teach for part of the week.

Qualifications and Training

Essential:

- Qualified teacher status
- Degree

Desirable:

- NPQ / further qualification

Experience

Experience

Essential:

- Successful experience in a school leadership position for a minimum of 2 years.
- At least 5 years teaching experience.
- Involvement in school self-evaluation and development planning
- Demonstrable experience of successful line management and staff development

Desirable:

Demonstrable experience of delivering whole school improvement
 Experience of coaching and mentoring to support others to improve
 Experience of monitoring subject areas and providing support to further improve

Knowledge

Essential:

- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Assessment skills to implement statutory assessments, arrangements and implementation

- Understanding of high-quality teaching, and the ability to model this for others and support others to improve Effective monitoring skills to identify strengths and areas for development from a range of sources
- - Effective communication and interpersonal skills
- - Ability to communicate a vision and inspire others
- - Ability to build effective working relationships
- - Good, current understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills
- Good understanding of the principles behind school improvement including school improvement planning, monitoring, reviewing and evaluation of progress

Personal Qualities

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
- Ability to work under pressure and prioritise effectively.
- Commitment to maintaining confidentiality at all times.
- -Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.

How to apply

Dates

CLOSING DATE: Monday 11th May 12pm

INTERVIEW DATES: Friday 15th May

START DATE: September 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Deputy Headteacher and meet the person specification we invite you to apply for this exciting opportunity via
https://ce0976li.webitrent.com/ce0976li_webrecruitment/wrd/run/etrec179gf.open?WVID=612290007I&LANG=USA&VACANCY_ID=1857161pMa

To find out even more, have an informal discussion or arrange a visit to the School, please contact the Trust's HR Team via hrhub2@anglianlearning.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

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