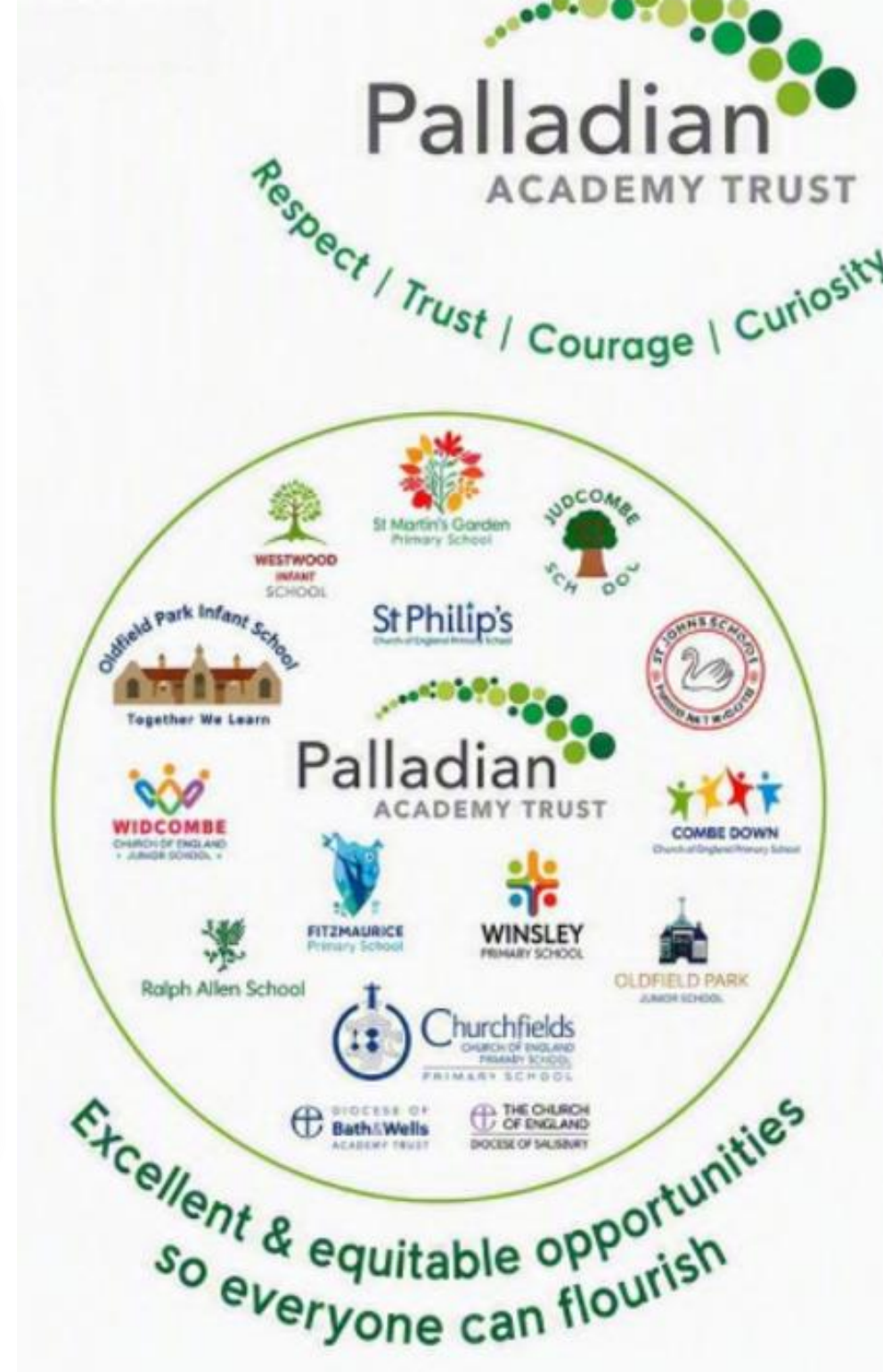


Application Pack

Deputy Headteacher
Westbury Leigh Primary School



Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in the role of **Deputy Headteacher** at Westbury Leigh Church of England Primary School.

It gives me great pleasure to invite applications for this significant leadership opportunity at our school; we are proud to be part of the [Palladian Academy Trust](#). At Westbury Leigh, we are embarking on an exciting new chapter guided by our distinct Christian ethos, underpinned by Paul's letter to Timothy: 'Don't let anyone look down on you because you are young, but set an example' (1 Timothy 4:12). This role will be central to turning that vision into reality, supporting our community to aim high and shaping the next stage of our educational journey.

Everything we do is underpinned by our dedication to creating a culture where everyone feels they belong, are safe and are empowered to grow. Above all, we place children at the heart of every decision we make. We are proud of our fantastic grounds, including our vibrant [outdoor learning spaces and school farm](#), and the deeply embedded partnerships we share with our families and the wider community.

As part of the Palladian Academy Trust, we benefit from a strong collaborative network across Bath and Wiltshire. This partnership enables our team to share expertise, collaborate closely and to strive for educational excellence and equity. As Deputy Headteacher, you will work hand-in-hand with me, an exceptional staff team and trust leaders to drive school improvement and ensure that every child flourishes emotionally, socially, and academically.

We are seeking an outstanding, resilient primary practitioner with a proven track record of impactful leadership. If you are a collaborative leader with a deep commitment to inclusive education, high outcomes and the vision to help every child become the very best version of themselves, I would love to hear from you.

Thank you for your interest in joining Westbury Leigh. I look forward to receiving your application.

Yours sincerely,

Darren McKay

Headteacher

Westbury Leigh C of E Primary School

Palladian's Journey

Respect | Trust | Courage | Curiosity

Palladian
ACADEMY TRUST



2016



2019



2022



2023



2024



2025

Excellent & equitable opportunities



so everyone can flourish



Leadership Charter

Respect

Trust

We WILL ...

- Develop and drive an inclusive culture that represents and serves our communities for the benefit of all
- Ensure there is a safe climate for all to share ideas, thoughts, and concerns
- Champion every individual to flourish and celebrate success

We WON'T...

- Discriminate against or allow bias to negatively impact on individuals or groups
- Lose sight of the individual context behind the data
- Dismiss ideas, opinions, experiences of others, whoever they are

We WILL ...

- Always act with honesty and integrity on behalf of everyone
- Be accountable to our Trust and school communities
- View professional conflict and discourse as positives, to challenge and support everyone

We WON'T ...

- Impose limits on our aspirations and expectations for all
- Work in isolation, but embrace the benefits of collaborative professionalism
- Delay asking for help and support from others



Courage

Curiosity

We WILL ...

Champion researched-informed practice and challenge the retrospective impact on learning
Be proactive and forward-thinking
Develop and drive a courageous curriculum that leads to successful outcomes for learners

We WON'T ...

- Be afraid to make brave decisions
- Shy away from showing vulnerability and learning from mistakes
- Routinely accept the use of previous systems and pedagogy as a indicator of future success

We WILL ...

- Recognise that good ideas can come from anywhere and provide opportunities for these to be explored
- Ignite aspiration and an appetite for professional and academic development in others
- Use our differences and similarities to help us to grow - interrogating our data and intelligence to inform creative-thinking solutions

We WON'T ...

- Make assumptions that intent matches implementation
- Discourage in others the desire to ask questions or try something new
- Ever stop learning

Ethical leadership in action

What Is Important to Us



Our commitment, vision, values, charters and Palladian Pillars are key signposts that help us best support each other and our pupils. Our charters describe what is important in our Trust and the future we are all creating together.

'Excellent and equitable opportunities so everyone can flourish'

All Palladian schools use Thrive as a whole-school approach and we are excited to be working collaboratively towards becoming an Ambassador Trust of Excellence in Thrive.



Respect | Trust | Courage | Curiosity

We want to provide exceptional learning and achievement for all in the Trust through:

- **Respect:** recognising the contribution we all make
- **Trust:** holding trust in each other and our moral purpose. Trust that we are doing the right thing in the right way
- **Courage:** being brave and taking risks
- **Curiosity:** always asking questions



Trust in The Future

- From all colleagues to all stakeholders: trust in us that we are doing our best to ensure our children and young people are equipped for the future.
- To all colleagues: trust that we work in partnership with you.
- From the Trust to the wider sector and education: we are a Trust with staying power who can be agile in the changing world we live in.



SCAN HERE

[Read more about What Is Important to Us, including The Thrive Approach here, under Our Vision or scan the QR code.](#)

Palladian Pillars for our pupils



Excellent teaching in every classroom, everyday



An ambitious curriculum, carefully designed to meet the needs of pupils & individual school contexts



A commitment to the Thrive approach to support the social & emotional development of all pupils



The Palladian Promise, a commitment to wider opportunities & personal development



A commitment to 'crucial to some, harmful to none', ensuring learning is aspirational, inclusive & accessible to all



1

Values-led organisation

- Living out our leadership & culture charters
- Holding each other to account

2

Workplace environment & culture

- Excellent & equitable opportunities so everyone can flourish
- Ethos of collective efficacy & collaboration
- Flexible & family-friendly policies

3

Wellbeing & health benefits

- Employee Assistance Programme for all
- Wellbeing network
- Flu vaccine & eye care

4

Lifestyle benefits & discounts

- Pension & financial wellbeing guidance for ALL colleagues
- Access to discount cards for all, such as the Blue Light Card & Discounts for Teachers
- Cyclescheme

5

Career pathways

- Continuous professional development for ALL





How to apply

We warmly encourage prospective applicants to arrange an informal conversation with our Headteacher prior to submitting an application. To arrange a discussion, please contact wlpooffice@palladianacademytrust.com

Please use the link to go to the vacancy on our website

