**Job Title:** Deputy Headteacher  
**Salary:** L8 – L12  
**Location:** Wolverham Primary and Nursery School  
**Reports to:** Headteacher

## **Core Purpose**

The Deputy Headteacher plays a pivotal role in the leadership and management of our school, ensuring the highest standards of education, safeguarding, and wellbeing for all pupils. As a key member of the Senior Leadership Team (SLT), they will support the Headteacher in delivering the school’s vision, driving continuous school improvement, and fostering a culture of high expectations, inclusion, and professional development.

## **Key Responsibilities**

### **Strategic Leadership**

* Contribute to the strategic development and direction of the school in line with its vision, values, and improvement priorities.
* Deputise for the Headteacher in their absence, ensuring seamless operational leadership.
* Lead whole-school initiatives, policies, and improvement strategies to raise standards of teaching, learning, and pupil achievement.
* Support the Headteacher in developing a strong, positive, and collaborative school culture where staff and pupils thrive.
* Contribute to Trust-wide priorities and collaborate with leaders across the Trust where appropriate.

### **Teaching and Learning**

* Champion consistently high-quality teaching and learning across the school.
* Lead the development and implementation of an ambitious, inclusive, and engaging curriculum.
* Monitor and evaluate the impact of teaching, learning, and curriculum development on pupil outcomes.
* Lead professional development, coaching, and mentoring of staff to enhance teaching standards and build leadership capacity.
* Use data, assessment, and research evidence effectively to inform planning, interventions, and decision-making.

### **Safeguarding and Pupil Wellbeing**

* Act as part of the safeguarding team, ensuring a robust safeguarding culture and full compliance with statutory requirements.
* Promote inclusion, wellbeing, positive behaviour, and attendance across the school.
* Work with pupils, families, and external agencies to provide appropriate support and interventions.
* Model and uphold the highest standards of safeguarding and pastoral care.

### **Staff Development and Leadership**

* Provide leadership, line management, and support to designated staff members, ensuring clarity of expectations and accountability.
* Lead performance management processes, identifying development needs and ensuring high staff morale.
* Foster a culture of collaboration, reflection, and continuous professional growth.
* Develop leadership capacity at all levels, supporting succession planning and career progression.

### **School Operations and Management**

* Support the effective deployment of resources, including staffing, timetabling, and budgets, to enhance school effectiveness.
* Ensure compliance with statutory and regulatory requirements, including safeguarding, health and safety, and curriculum standards.
* Lead and contribute to school self-evaluation, inspections (e.g., Ofsted), and external assessments.
* Strengthen relationships with parents, governors, and the wider community to enhance pupil outcomes and school improvement.

## **Person Specification**

### **Essential**

* Qualified Teacher Status (QTS).
* Proven track record of successful senior leadership experience within a primary school setting.
* Demonstrates the ability to lead and sustain whole-school improvement, raising standards of teaching, learning, and pupil outcomes.
* Strong understanding of safeguarding, child protection, and statutory requirements.
* Ability to analyse and use data effectively to inform strategic planning and drive pupil progress.
* Experience of leading and developing staff, promoting a culture of collaboration, accountability, and continuous improvement.
* High expectations of pupil achievement, behaviour, and wellbeing, underpinned by a commitment to inclusion and equity.
* Excellent interpersonal, communication, and organisational skills.
* Demonstrates resilience, integrity, and a commitment to the moral purpose of education.
* Commitment to continuous professional development, reflective practice, and the values of Wolverham Primary School and the Trust.

### **Desirable**

* NPQSL, NPQML, NPQH, or equivalent leadership qualification.
* Experience of successful leadership at Assistant Headteacher or Deputy Headteacher level.
* Proven success in leading curriculum development and assessment across key stages.
* Experience of leading provision for disadvantaged pupils, including Pupil Premium strategy, ensuring rapid and sustained progress.
* Experience in contributing to or leading aspects of external accountability processes, such as Ofsted inspections or Trust reviews.
* Knowledge of emerging trends, research, and evidence-based practice in education and school improvement.
* Experience of working within or alongside a Multi Academy Trust.
* Experience of building effective partnerships with parents, carers, governors, and external agencies.
* Commitment to developing leadership capacity within the school and across the Trust.

## **Commitment to Safeguarding**

Wolverham Primary and Nursery School, as part of Concordia Multi Academy Trust, is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

The successful candidate will be required to undertake an enhanced DBS check and thorough pre-employment safeguarding checks. All staff are expected to uphold and implement safeguarding policies and procedures, ensuring a safe and supportive environment for all pupils.

## **How to Apply**

Interested candidates should submit a completed application form and a cover letter outlining their suitability for the role.

For more information or to arrange a visit, please contact:  
**Lindsey Tonks** – [admin@wolverham.cheshire.sch.uk](mailto:head@wolverham.cheshire.sch.uk)