



Welcome to our Trust

Deputy Principal
Recruitment Pack



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Welcome to Anglian Learning



Thank you for your interest in the position of Deputy Principal at Bottisham Village College.

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 Ed Compton at ecompton@bottishamvc.org, or People Services at peopleservices@anglianlearning.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

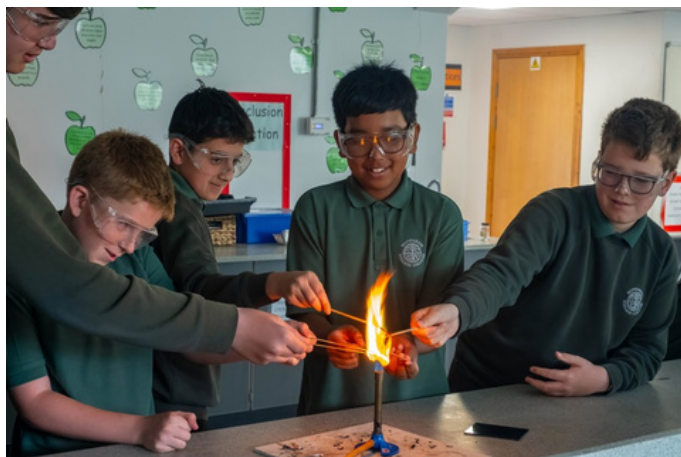
3

counties

22

academies

About Bottisham Village College



Bottisham Village College is an ambitious, innovative and highly regarded comprehensive school serving up to 1,500 students in the heart of rural East Cambridgeshire. We take great pride in our vision: to inspire, to care for and to enrich the lives of every student within our community.

We are committed to providing an outstanding education for all our students, enabling them to thrive academically, develop confidence and independence, and leave us fully prepared to take their place in society. Alongside academic excellence, we are dedicated to creating a culture of belonging where every student feels valued, supported and able to achieve their potential.



Our relationship-driven approach permeates every aspect of College life. From the classroom to the sports field, from the music department to digital learning spaces, positive relationships are at the heart of what we do. We recognise that students learn best when they feel safe, happy and connected, and we work tirelessly to create an environment in which every young person can flourish. This commitment to belonging, care and enrichment defines the experience of being part of our community.

Opened in 1937, Bottisham Village College was the second of the pioneering Cambridgeshire Village Colleges. Founded on the vision of Henry Morris, the Village College movement was built on the belief that schools should sit at the heart of their communities, open to all and providing stimulating environments for lifelong learning. Today, that vision remains central to our identity. Through our Adult Learning provision, community Sports Centre and extensive programme of enrichment opportunities, we continue to serve as a hub for learning, wellbeing and community engagement. Community remains at the heart of all we do.



About Bottisham Village College



Our Staff

As a member of Anglian Learning, we are committed to supporting the professional growth and wellbeing of every colleague. Staff benefit from a rich programme of continuing professional development, tailored to both individual career aspirations and whole-school priorities. Opportunities to collaborate across the Trust, share best practice and access external expertise ensure that professional learning is both meaningful and impactful.

We actively support colleagues at every stage of their career. Early Career Teachers benefit from reduced timetables and enhanced support, while middle and senior leaders are provided with dedicated time to fulfil leadership responsibilities effectively, benefitting from bespoke leadership programmes and coaching. We are passionate about nurturing talent, developing future leaders and celebrating colleagues who contribute to the growth and success of others.

The College enjoys a strong culture of collaboration, professional trust and mutual support. There is a rich blend of experience and fresh perspectives, creating a culture where everyone is encouraged to contribute and flourish.

Staff also play a vital role in our extensive extra-curricular programme. Through sport, music, drama, educational visits, clubs and enrichment activities, colleagues help create opportunities that broaden horizons, develop character and enhance students' experiences beyond the classroom.

Our Students

Our catchment area reflects the rich diversity of East Cambridgeshire and Suffolk, encompassing rural villages, communities connected to the racing industry, areas of social deprivation and areas of relative affluence. As a truly comprehensive school, we are proud of our inclusive ethos and our ability to build positive relationships with every student.

We are committed to ensuring that every young person feels safe, known and supported. By combining high expectations with exceptional pastoral care, we enable students to grow in confidence, develop resilience and achieve success. Our aim is that every student leaves Bottisham Village College equipped with the knowledge, skills and character to lead fulfilling lives and make a meaningful contribution as responsible global citizens.



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 People Services: peopleservices@anglianlearning.org

Benefits

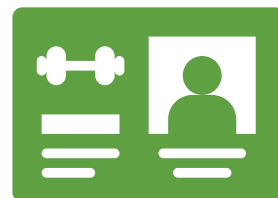
Other benefits and support available to all Trust employees include:



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

This is an exciting opportunity to join Bottisham Village College at a significant moment in our development. Over recent years, the College has faced challenge and change with honesty, determination and resilience. Through a period of strong middle and senior leadership, we have strengthened our culture, clarified our priorities and built the foundations for the next stage of our journey.

We are now seeking an exceptional, committed Deputy Principal to help lead us into this next chapter. Working alongside the Principal and Deputy Principal as part of a close-knit and highly collaborative strategic leadership team, the successful candidate will play a pivotal role in shaping the future direction of the College. We are looking for a leader who can bring intellectual curiosity, strategic insight and a relentless commitment to educational excellence.

A key aspect of the role will be leading on academic standards, curriculum development and the quality of education. You will work closely with our talented middle leaders to secure consistently high-quality teaching, strengthen academic rigour and ensure that every student is challenged to achieve their very best. At the same time, you will embrace and develop the relationship-driven culture that sits at the heart of Bottisham, recognising that young people thrive when they feel known, valued and supported.

The successful candidate will be an experienced and credible senior leader with a proven track record of improving outcomes, developing staff and leading change. They will be ambitious for students, committed to collaboration and excited by the opportunity to contribute to a school that combines high expectations with deep care for its community. For the right candidate, this is an opportunity not simply to join a successful school, but to help shape the next phase of the Bottisham story. Rooted in the Village College tradition and supported by the opportunities of Anglian Learning, we are looking for a leader who will help us build on recent successes and steer the College confidently into the future.

If you are an ambitious leader with a passion for academic excellence, collaborative leadership and making a lasting difference to young people's lives, we would be delighted to hear from you.

Job Description

Deputy Principal Bottisham Village College



SALARY:	Leadership Scale, points 21 to 25 (£84,699 to £93,424*) <i>subject to Sept 2026 Pay Award</i>
HOURS:	Full time
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks, Prohibition Check and Section 128 Management checks.
LOCATION:	The post holder will be based at Bottisham Village College but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Principal

MAIN RESPONSIBILITIES

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document.

This job description may be modified by the Principal, with agreement, to reflect or anticipate changes in the post that are commensurate with the salary and job title.

The Deputy Principal will carry out professional duties in accordance with and subject to the National Conditions of Employment for Deputy Headteachers.

The Deputy Principal will be accountable to the Principal, subject to any policies implemented by the Department for Education, Anglian Learning and the Principal.

Key Responsibilities

To support the Principal in the overall leadership and strategic direction of the College, including:

- Promoting and developing the College's vision to inspire, care for and enrich the lives of every student within our community.
- Championing a culture of belonging, inclusion, ambition and positive relationships for students and staff.
- Ensuring that staff, resources and systems are utilised effectively for the benefit of all students.
- Providing strategic leadership, challenge and support to secure continuous school improvement.
- Quality assuring all aspects of College life and maintaining the highest standards of provision.
- Contributing strategically to the continued development of an outstanding quality of education.
- Undertaking the duties of a teacher in accordance with the current School Teachers' Pay and Conditions Document.

Safeguarding

- Take a leading role in the strategic and operational leadership of safeguarding across the College.
- Undertake responsibilities associated with the Designated Safeguarding Lead team.
- Demonstrate an uncompromising commitment to maintaining exemplary safeguarding standards.
- Ensure that safeguarding remains central to all decision-making and practice.
- Promote a culture in which students feel safe, respected, valued and supported.

Teaching and Learning

- Lead the strategic development of an ambitious, inclusive and knowledge-rich curriculum that enables all students, regardless of background or starting point, to achieve success and fulfil their potential. [bottishamvc.org]
- Quality assure the curriculum to ensure consistently high standards across all subject areas.
- Lead initiatives that promote excellent teaching, professional growth and the sharing of effective practice across the College and Anglian Learning.
- Foster a culture of continuous improvement, collaboration and professional learning.
- Work with leaders and staff to ensure that teaching and learning remain inspiring, engaging and responsive to the needs of all learners.
- Use evidence-informed approaches to drive improvement in student outcomes.

Behaviour and Personal Development

- Lead the College's relationship-driven approach to behaviour, ensuring that high expectations and positive relationships enable all students to thrive.
- Support staff in creating a culture of respect, belonging and inclusion across the College community.
- Work collaboratively with students, families and external agencies to secure the best possible outcomes for young people.
- Provide strategic leadership for behaviour, attendance and personal development.
- Champion student wellbeing and support students to develop confidence, resilience, responsibility and independence.
- Support and challenge students appropriately to ensure excellent standards and conduct across the College.

Behaviour and Personal Development

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- Support and challenge students appropriately to ensure excellent standards and conduct across the College.

Leadership and Management

- Support and deputise for the Principal as required.
- Line manage members of the Senior Leadership Team, Faculty Leaders and other designated staff.
- Lead strategic aspects of College organisation, including staffing and timetable construction.
- Understand and manage issues relating to the deployment, organisation and funding of resources.
- Lead and develop the College's pastoral systems, including transition arrangements and student wellbeing.
- Support the implementation, monitoring and evaluation of key College and Trust priorities.
- Contribute actively to staff development, leadership development and succession planning.
- Develop and sustain strong partnerships with colleagues across Anglian Learning, local schools and external agencies to support continuous improvement and share excellence.
- Champion the values of the Village College tradition and promote the College's role at the heart of its community.

Standards and Quality Assurance

- Support and actively promote the College vision to inspire, care for and enrich the lives of every student within our community.
- Model the College's values through integrity, compassion, ambition and a commitment to positive relationships.
- Contribute to a culture in which students and staff feel known, valued, supported and inspired to achieve their very best.
- Set the highest standards through personal example, professionalism, attendance and punctuality.
- Uphold College policies and procedures, including those relating to behaviour, attendance and uniform.
- Attend and contribute to College events, performances, open evenings and community activities.
- Participate fully in professional learning and leadership development opportunities.
- Develop and maintain effective relationships with governors, Trust colleagues, parents, carers and the wider community.

Person Specification

Deputy Principal
Bottisham Village College



Qualifications and Training

Essential:

- Degree
- PGCE or QTS

Desirable:

- Leadership qualifications such as NPQ
- Evidence of continuing professional development

Experience

Essential:

- Significant, successful experience as a school leader
- Proven experience contributing to whole school strategic leadership and improvement
- Significant experience in leading and developing high-quality teaching and learning
- secure experience of using data, evidence and quality assurance
- Strong experience in leading, managing and developing staff
- Experience of curriculum development and evaluation
- experience of successfully leading change and embedding sustainable improvements
- experience of managing competing priorities and deploying resources effectively.

Desirable:

- Demonstrable experience of delivering whole school improvement.
- Experience of working within a multi-academy trust or other collaborative school partnership.
- Experience of leading a whole-school approach to behaviour and attendance.
- Experience of safeguarding leadership and working effectively with safeguarding teams and external agencies.
- Experience of undertaking or contributing to Designated Safeguarding Lead responsibilities.
- Experience of facilitating professional learning or cross-school collaboration.

Skills and Knowledge

Essential:

- Excellent strategic leadership and organisation skills, with the ability to translate vision into effective actions
- strong ability to lead, motivate, challenge and develop colleagues at all levels
- Strong communication and interpersonal skills, with ability to build strong relationships at all levels
- Strong analytical and evaluative skills, with the ability to use evidence and data to inform decision-making.
- Experience of using sophisticated data analysis to evaluate educational impact.
- Ability to quality assure provision effectively and identify appropriate priorities for improvement.
- Ability to manage complex situations sensitively, fairly and decisively.
- Strong decision-making skills, with the ability to balance strategic priorities with operational demands.
- Experience of leading whole-school projects involving multiple teams and stakeholders.
- Ability to work collaboratively while providing appropriate challenge and accountability.
- Thorough understanding of safeguarding responsibilities within a school
- Knowledge of strategies for supporting students from diverse backgrounds and with different needs

Desirable:

- Knowledge of current evidence and research relating to teaching, learning and curriculum development.
- Knowledge of relationship-based approaches to behaviour and whole-school attendance strategies.
- Knowledge of coaching, instructional leadership or other evidence-informed professional development approaches.
- Knowledge of school funding, budgeting and resource allocation.
- Ability to contribute to wider Trust-level strategy and improvement.
- Experience of using sophisticated data analysis to evaluate educational impact.
- Experience of leading resolution of particularly complex organisational, pastoral or behavioural matters.

Personal Qualities

- Ability to inspire confidence, establish trust and develop a strong sense of collective purpose.
- Ability to model high standards of professionalism, integrity, compassion and conduct.
- Demonstrates a genuine commitment to safeguarding
- Committed to inclusion and sense of belonging
- Is reflective and open to learning, feedback and professional development.
- Has the confidence to challenge constructively while maintaining positive relationships

How to apply

Dates

CLOSING DATE: Midnight, Sunday 11 October 2026

INTERVIEW DATES: Wednesday 21st October 2026
January 2027

START DATE:

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 this opportunity and meet the person specification we invite you to apply for this exciting opportunity via the online application portal.

To find out even more, have an informal discussion or arrange a visit, please contact the Trust's People Services via peopleservices@anglianlearning.org, or Ed Compton, Deputy Principal (will be Principal from January 2027) on ecompton@bottishamvc.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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