

DEPUTY HEADTEACHER

Full Time

Permanent

Start date: September 2026 (or sooner if possible)

Number on Roll: 211

Age range: 4-11

Salary Range: L5-10

This is an exciting opportunity to become part of the team at **St Anne's CofE Primary School**. We are looking to appoint an exceptional Deputy Headteacher who will play a key role in shaping the next phase of our school's journey.

Our Headteacher, now in their second year at St Anne's, has established a clear and ambitious vision for the school. We are on a purposeful journey of improvement, building on our many strengths while striving for excellence in all areas. We are seeking a leader who shares this ambition and is committed to making a sustained and meaningful difference to outcomes for all pupils.

This post offers a fantastic opportunity to join a dedicated and forward-thinking team, leading St Anne's with **Compassion, Curiosity and Confidence**. The Deputy Headteacher will work closely with the Headteacher and wider Senior Leadership Team, providing both strategic and operational leadership to help realise the school's vision and priorities.

We are particularly seeking a candidate with **exceptionally strong curriculum knowledge and expertise in teaching and learning**. The successful applicant will be instrumental in supporting staff to further develop their practice, ensuring the delivery of high-quality, evidence-informed pedagogy that leads to excellent outcomes for all children.

The role includes weekly dedicated leadership time alongside a class teaching commitment.

'Walking in Love, Inspiring Transformation'

We are looking for a candidate who:

- Has exceptional knowledge and understanding of the primary curriculum and what constitutes high-quality teaching and learning
- Has experience of, or is strongly committed to, leading in a church school setting and in living out a Christian ethos and vision
- Is an excellent classroom practitioner who can support, challenge, and inspire others to improve
- Has a deep understanding of curriculum design and implementation, with the ability to strengthen practice across the school
- Engages regularly with educational research and applies evidence-informed approaches
- Recognises the importance of assessment in driving strong outcomes for all children
- Has successfully contributed to, or led, school improvement
- Has experience of strong and impactful subject leadership
- Has a proven track record in monitoring and evaluation, providing high-quality feedback to develop others
- Will actively contribute to the continued development of our dedicated and professional staff team
- Demonstrates strong career aspirations and thrives in a dynamic and evolving environment
- Has knowledge of Ofsted and SIAMS frameworks
- Has strong interpersonal and communication skills
- Demonstrates integrity, resilience, passion, and a commitment to inclusive practice
- Has completed or is undertaking a senior leadership qualification (e.g. NPQ)
- Is committed to working in an outward-looking, partnership-focused school with an International School Award





This post offers an exciting opportunity for you to:

- Play a pivotal role in a school on a clear journey of improvement and development
- Develop yourself as a leader in a forward-thinking and outward-looking primary school
- Work with fantastic children who are eager to learn and embrace opportunities
- Lead and shape the ongoing development of our successful church school
- Work in an inclusive school with high expectations and a strong, values-driven culture
- Engage with the school's international partnerships (currently Ukraine and Germany)
- Join and lead a highly skilled, committed, and collaborative staff team
- Work with a supportive and engaged governing body
- Access high-quality training and networking through the LEAD Teaching School Hub and the Diocese

If you are an ambitious, values-driven leader with the expertise to strengthen curriculum, teaching, and learning, and the drive to help lead a school on its journey to excellence, we would love to hear from you.

St Anne's is fully committed to safeguarding and promoting the welfare of all children, and we expect all staff and volunteers to share this commitment. Our safeguarding practices are guided by current legislation and statutory guidance, including *Keeping Children Safe in Education* and the *Children Act 1989 and 2004*. The successful candidate will be subject to rigorous pre-employment checks in line with these requirements, including an enhanced DBS check, verification of identity and qualifications, and satisfactory references. We are dedicated to creating a safe, supportive environment where every child can thrive, and safeguarding is at the heart of all we do.

We warmly welcome and strongly encourage prospective applicants to visit the school to experience first-hand what makes St Anne's such a special place to work and learn. This is a valuable opportunity to meet our Headteacher and gain a deeper understanding of our vision and journey. If you are unable to visit in person, we would be very happy to arrange a telephone conversation.

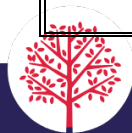
Please contact the office at enquiries@st-annes.lincs.sch.uk or 01476 564505 to arrange an appointment with Mrs Hindmarsh.





Deputy Headteacher Person Specification

Category	Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS)	✓	
	Completed or undertaking a senior leadership qualification (e.g. NPQ)	✓	
	Evidence of higher professional/academic qualifications		✓
	Current safeguarding training	✓	
	Enhanced DBS clearance	✓	
Experience	Successful leadership experience within a primary school	✓	
	Experience across the whole primary provision including the Foundation Stage		✓
	Experience of, or strong commitment to, leading in a church school setting and living out a Christian ethos and vision	✓	
	Has successfully contributed to, or led, school improvement	✓	
	Experience of strong and impactful subject leadership	✓	
	Successful experience of working in a challenging and diverse community	✓	
	Experience of an Ofsted inspection at leadership level		✓
	Experience of a SIAMS inspection at leadership level		✓
	Successful participation in collaborative partnerships with other schools and academies as part of the peer review process		✓
	Teaching and Learning	Exceptional knowledge and understanding of the primary curriculum and what constitutes high-quality teaching and learning	✓
Is an excellent classroom practitioner who can support, challenge, and inspire others to improve		✓	
Deep understanding of curriculum design and implementation, with the ability to strengthen practice across the school		✓	
Engages regularly with educational research and applies evidence-informed approaches		✓	
Recognises the importance of assessment in driving strong outcomes for all children		✓	
Proven track record in monitoring and evaluation, providing high-quality feedback to develop others		✓	
Ability to continue and further develop the wider curriculum in order to nurture the "whole child"		✓	
Safeguarding and SEND	Ability to demonstrate commitment to safeguarding and promoting the welfare of children	✓	
	Clear understanding of Inclusive Practice and the SEN Code of Practice and proven experience of supporting children in overcoming barriers to learning	✓	
Knowledge	Knowledge of Ofsted and SIAMS frameworks	✓	
	Ability to build upon our last Ofsted inspection outcome	✓	
Leadership Qualities	Lead by example with integrity, inspiration, resilience and creativity	✓	
	Demonstrates the ability to be inspiring and motivating	✓	
	Committed to aspirational educational standards for all pupils	✓	
	Demonstrates strong career aspirations and thrives in a dynamic and evolving environment	✓	
Skills	Strong interpersonal and communication skills (written, verbal and aural)	✓	
	Demonstrates integrity, resilience, passion, and a commitment to inclusive practice	✓	





Category	Criteria	Essential	Desirable
	Able to manage own workload and that of others to allow an appropriate work/life balance	✓	
	Be approachable and accessible	✓	
	Reflective - able to build on the firm existing base, valuing work already done	✓	
Staff Development	Will actively contribute to the continued development of our dedicated and professional staff team	✓	
	Evidence of encouraging the personal and professional development of all staff	✓	
	Evidence of proactively pursuing continued professional development and being a lifelong learner	✓	
Community and Partnerships	A proven track record of building positive relationships with members of the school community	✓	
	A commitment to proactively foster parental engagement	✓	
	Evidence of church and community involvement		✓
	Ability to maintain and build on existing international links and relationships	✓	
	Committed to working in an outward-looking, partnership-focused school with an International School Award	✓	

