



# DEPUTY HEADTEACHER

## APPLICATION PACK

### MAY 2026







# CONTENTS

- Welcome from the Chair of Governors
- Our Vision: Walking in Love, Inspiring Transformation
- About our school
- Application Process
- What we are looking for
- What the post offers
- Person Specification





# WELCOME FROM THE CHAIR OF GOVERNORS

On behalf of the Governors of St Anne's School, I would like to thank you for your interest in our school and for considering applying for the position of Deputy Headteacher, which has become available due to the departure of our long-standing Deputy Head.

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.

Thank you for your interest in this position. We look forward to hearing from you.

*Tom Woodlock, Chair of Governors*





# VISION: WALKING IN LOVE, INSPIRING TRANSFORMATION

At St Anne's, we **Walk in love** (Ephesians 5:2), nurturing **Compassion, Curiosity** and **Confidence** in our pupils and adults.

We create a **Community** of belonging in which each person can **Shine their Light** (Matthew 5:16). Rooted in Christ, we celebrate our rich diversity and inspire transformation through inclusive leadership and learning.



Compassion

## **WALK IN LOVE (Ephesians 5.2)**

Everyone belongs here. Everyone has a story. We are a diverse school with a culture of belonging and inclusion. We treasure all and support pupils from different backgrounds, always including the most disadvantaged. We listen to, empathise with and understand one another. As a church school we believe that everyone is incredibly precious and deeply loved by God.



Curiosity

## **LOVE TO EXPLORE**

We all love to learn. Both pupils and adults love to ask questions and enjoy new ideas. We use our curiosity to develop the best curriculum and teaching for our pupils; as well as to get to know each other. We all develop ourselves as learners and are always open to, and enthusiastic about, learning new things. As a church school, we are excited about finding out who we and others are, and how the world works.



Confidence

## **SHINE YOUR LIGHT (Matthew 5.16)**

St Anne's is a place where everyone has the courage to find their voice, explore new ideas, contribute to our community and become who they were made to be. We develop leadership at all levels, developing our staff and governors as well as multiple leadership opportunities for pupils. We all shine our light in the confidence that everyone has something unique and precious to bring to our school community.

## **COMMUNITY - LIGHT**

By empowering our pupils and staff through Compassion, Curiosity and Confidence we help everyone shine their light in the community. We take this responsibility seriously and tackle issues of social justice. We engage with outside partners and agencies and build strong local partnerships, including with our church community. St Anne's shines as a beacon in the community.





## ABOUT OUR SCHOOL

St Anne's Church of England Primary School is a one-form entry, voluntary controlled primary school, located in the heart of Grantham. We have strong collaborative links with St Anne's Church and with the wider Grantham community. We share strong relationships with the Local Authority, the Diocese and other local schools. We also have a strong international ethos, with International Schools status and international partnerships with schools in Ukraine and Germany. These reflect our diverse community of over 25 different languages.

St Anne's CE Primary School has a rich and varied history. St Anne's CE Primary School was built as a direct result of the Education Acts of 1876 and 1880. It was originally housed in what is now the Headstart Nursery on Dudley Road before moving to our current location on Harrowby Road. The school is named St Anne's because it was built on a site known as St Anne's Close. The area in which the school was built used to be known as New Somerby. Samuel Bentley-Rudd, the architect of the school, was Mayor of Grantham in 1887.

St Anne's School has continued to grow and develop through the last one hundred and thirty years into the wonderful place of learning it is today. Our school now has more than two hundred pupils and over thirty members of staff, as well as a wider community that reaches out across the town of Grantham, the county of Lincolnshire and beyond. Our school building and grounds have evolved over the years and now include seven classrooms, a large hall, a library, nurture room, a soft surfaced trim trail and tyre play area.

At St Anne's we are a fully inclusive community. Our Christian values of Compassion, Curiosity and Confidence underpin the culture and the fabric of St Anne's School, and we encourage every pupil and adult to 'Shine their light'. We have a close working relationship with St Anne's Church and visit the church for regular services throughout the year, as well as welcoming the church into school to support our collective worship.

### OFSTED

We were graded a Good school in our most recent Ofsted Inspection in April 2024. This recognized that "Pupils are a credit to the school ... Pupils enjoy positive relationships with adults ... there is a strong sense of togetherness."

### SIAMS

Our most recent SIAMS inspection was conducted in September 2019 at which we were awarded a SIAMS grading of Excellent. This recognized "Every child and adult matters at St Anne's school" and that "Collective worship is the heartbeat of the school." We are expecting our next inspection in 2026-27.





# APPLICATION PROCESS

Job summary:	Deputy Headteacher
Salary:	Individual School Range, L6-L10
Closing dates for applications:	Friday 15 <sup>th</sup> May 2026 Midday
Contract type:	Full time, Permanent
Shortlisting:	Monday 18 <sup>th</sup> May 2026
Interview date:	Thursday 21 <sup>st</sup> May 2026
Start date:	Tuesday 1 <sup>st</sup> September 2026, although position available from interview

## Application form

Applicants must use the Lincolnshire Schools application form attached (CVs not accepted). Please ensure all sections are completed. You must include your full work history, leaving no unexplained gaps. It is important to include all training you have completed, particularly those which are directly related to this role.

## Personal statement

It is important that you address all areas of the person specification in your personal statement, using evidence from your experience and training to support your statement. Please limit your statement to 1200 words.

## References

Please ensure your referees are aware of your application and will be able to provide a quick turnaround. Referees should be your last two employers and include your most recent Headteacher. Alongside collecting references, we will also be doing due diligence by conducting a search of online profiles, including public access social media accounts.

A warm welcome and tour of the school can be arranged by contacting [enquiries@st-annes.lincs.sch.uk](mailto:enquiries@st-annes.lincs.sch.uk) or 01476 564505





## 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





## 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](mailto:enquiries@st-annes.lincs.sch.uk) or 01476 564505 to arrange an appointment with Mrs Hindmarsh.





## DEPUTY HEADTEACHER PERSON SPECIFICATION

Category	Criteria	Essential	Desirable
<b>Qualifications</b>	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	✓	
	<b>Experience</b>	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		✓





<b>Teaching and Learning</b>	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"	✓	
<b>Safeguarding and SEND</b>	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	✓	
<b>Knowledge</b>	Knowledge of Ofsted and SIAMS frameworks	✓	
	Ability to build upon our last Ofsted inspection outcome	✓	
<b>Leadership Qualities</b>	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	✓	





<b>Skills</b>	Strong interpersonal and communication skills (written, verbal and aural)	✓	
	Demonstrates integrity, resilience, passion, and a commitment to inclusive practice	✓	
	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	✓	
<b>Staff Development</b>	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	✓	
<b>Community and Partnerships</b>	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	✓	

