



St. Michael's CE Junior School

Deputy Headteacher Information Pack



Deputy Headteacher

Leadership Scale (L10-L14): Full-time, Permanent

Start Date: September 2026

A School on an Exciting Journey of Improvement

Are you ready to make a profound difference at a pivotal moment in a school's story? Do you believe every child deserves an exceptional education rooted in aspiration, compassion, and opportunity? If so, we would love to hear from you.

We are seeking an inspirational Deputy Headteacher for Curriculum, Teaching and Learning to join our newly forming leadership team as we embark on a transformative journey of improvement. As a Church of England school, our Christian values shape our vision, our relationships, and our commitment to nurturing the whole child.

This is a rare and exciting opportunity to help shape a school's future—one where your expertise, creativity, and leadership will be truly valued and invested in.

About the Role

As Deputy Headteacher, you will:

- Support the strategic development of curriculum, teaching and learning across the school.
- Work closely with the Headteacher and senior team to drive rapid and sustainable improvement.
- Model exceptional practice and support colleagues to deliver high-quality teaching for every child.
- Champion a culture of high expectations, professional growth, and collective responsibility.
- Ensure our curriculum reflects our Christian ethos, celebrates diversity, and equips children for life in modern Britain.
- Play a central role in shaping systems, structures, and a positive, forward-looking school culture.
- Oversee the strategic use of data to raise standards and accelerate progress for all groups of pupils.
- Ensure robust systems for monitoring, tracking, and evaluating pupil outcomes.
- Champion high expectations and a culture of continuous improvement.

This role is ideal for a leader who thrives on challenge, believes deeply in the potential of every child, and is excited by the opportunity to help build something exceptional.



Pastoral Care

- Lead with a whole-school approach to behaviour, wellbeing, and inclusion.
- Ensure that every child feels safe, supported, and able to thrive.
- Strengthen partnerships with families and external agencies to support pupils' holistic development.

You will work closely with the Headteacher to drive rapid and sustainable improvement, helping to build a culture of aspiration, integrity, and collective responsibility.

About You

We are looking for someone who:

- Is an experienced, passionate school leader with a strong track record in improving teaching and learning.
- Has the vision and determination to help drive whole-school improvement.
- Is reflective, resilient, and energised by the opportunity to make a lasting impact.
- Can inspire, motivate, and empower staff at all stages of their career.
- Understands the importance of a broad, rich curriculum that nurtures both academic and personal growth.
- Is committed to upholding and promoting our Christian values in all aspects of school life.
- Brings warmth, integrity, and a genuine belief in the power of education to transform lives.
- Model excellent classroom practice and teach regularly—because you are not only a strong leader, but an exceptional teacher who genuinely enjoys being in the classroom.

What We Offer

- A unique opportunity to shape the future of a school at a crucial moment in its development.
- A supportive, evolving leadership team committed to collaboration, honesty, and high ambition.
- Investment in your professional development and leadership journey.
- Children who are eager to learn and deserve the very best.
- A committed and dedicated team of staff who want the very best for our children.
- A community rooted in Christian values, where relationships matter and every individual is valued.
- The chance to use your talents, ideas, and passion to make a school the very best it can be.



Job Description



Deputy Headteacher

Core Purpose of the Role

The Deputy Headteacher will play a central role in providing strategic leadership across the school, with specific oversight of pastoral care, curriculum, teaching and learning, and continuous school improvement. Working closely with the Headteacher, you will help build a culture of aspiration, integrity, and collective responsibility, ensuring every child thrives academically, socially, and spiritually.

Key Responsibilities

Strategic Leadership

- Support the Headteacher in shaping and delivering the school's vision, values, and strategic priorities.
- Contribute to whole-school leadership, decision-making, and the development of policies and systems.
- Lead on the strategic development of curriculum, teaching, and learning across the school.
- Drive rapid and sustainable school improvement through effective planning, implementation, and evaluation.
- Champion the school's Christian ethos, ensuring it is visible in the curriculum, relationships, and wider school culture.

Teaching, Learning & Curriculum

- Develop and embed a high-quality, ambitious, and inclusive curriculum.
- Model outstanding classroom practice and support colleagues to improve teaching and learning.
- Oversee the strategic use of assessment data to raise standards and accelerate progress for all pupils.
- Ensure robust systems for monitoring, tracking, and evaluating outcomes across subjects and year groups.
- Promote a culture of professional growth, coaching, and reflective practice.
- Ensure the curriculum reflects diversity, promotes equality, and prepares pupils for life in modern Britain.



Job Description cont.



Pastoral Leadership

- Lead a whole-school approach to behaviour, wellbeing, inclusion, and safeguarding.
- Ensure that every child feels safe, supported, valued, and able to thrive.
- Strengthen partnerships with families, community organisations, and external agencies.
- Support the development of positive relationships and a culture of respect and compassion.

Operational Leadership

- Assist with the day-to-day running of the school, ensuring efficient, consistent implementation of policies.
- Deputise for the Headteacher as required.
- Support the coordination of staff deployment, timetabling, and resource allocation.
- Lead on specific areas such as assessment, behaviour, staff development, or phase/subject leadership (agreed with the Headteacher).

Staff Leadership & Development

- Inspire, motivate, and empower staff at every stage of their career.
- Lead on professional development, induction, and coaching programmes.
- Foster strong teamwork, collaboration, and shared accountability.
- Model professionalism, integrity, and high expectations at all times.



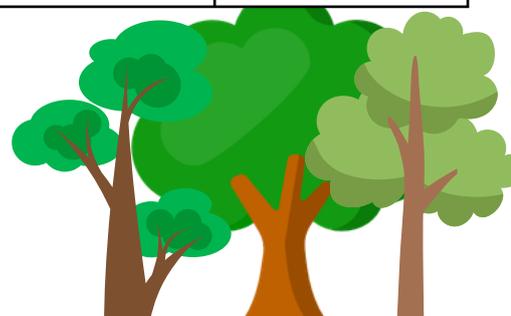
Person specification



	Criteria	Essential	Desirable	Evidence Source
Qualifications & Professional Development	Qualified Teacher Status (QTS)	Essential		Application
	Degree or equivalent	Essential		Application
	Evidence of sustained professional development in leadership, curriculum, teaching & learning	Essential		Application
	NPQSL/NPQH or willingness to undertake further leadership training		Desirable	Application
	Additional relevant qualifications		Desirable	Application
Experience	Proven experience as a senior or middle leader with measurable impact	Essential		Application / Statement
	Strong track record of improving teaching, learning, and pupil outcomes	Essential		Application / Statement
	Experience leading curriculum development	Essential		Application / Statement
	Experience coaching and developing staff	Essential		Application / Statement
	Experience leading whole-school initiatives	Essential		Application / Statement
	Experience teaching across the primary age range	Essential		Application
	Experience in Teaching and School development in EYFS, KS1 and KS2		Desirable	Application/ Statement
	Experience in a school on a journey of improvement		Desirable	Application / Statement
	Experience contributing to safeguarding, behaviour, or pastoral systems		Desirable	Application / Statement
	Experience in a Church of England or values-led school		Desirable	Application / Statement



	Criteria	Essential	Desirable	Evidence Source
Knowledge & Understanding	Deep understanding of high-quality teaching and learning	Essential		Statement / Interview
	Strong knowledge of curriculum design and evaluation across the primary phase	Essential		Statement / Interview
	Understanding of effective assessment systems	Essential		Statement / Interview
	Understanding of school improvement principles	Essential		Statement / Interview
	Knowledge of statutory requirements (safeguarding, SEND, equality)	Essential		Statement / Interview
	Understanding of Christian values shaping school ethos	Essential		Statement / Interview
	Knowledge of national education priorities		Desirable	Statement / Interview
	Understanding of SIAMS		Desirable	Statement / Interview
Skills & Abilities	An excellent teacher who models outstanding practice	Essential		Application / Interview / Observation
	Ability to inspire, motivate, and empower staff	Essential		Statement / Interview
	Strong interpersonal and communication skills	Essential		Statement / Interview
	Ability to analyse data and use it to drive improvement	Essential		Statement / Interview
	Ability to think strategically and manage operational demands	Essential		Statement / Interview
	Ability to work collaboratively within a leadership team	Essential		Statement / Interview
	Ability to manage time and prioritise effectively	Essential		Statement / Interview
	Coaching and Mentoring Experience		Desirable	Statement / Interview



	Criteria	Essential	Desirable	Evidence Source
Personal Qualities	Deep belief in the potential of every child	Essential		Statement / Interview
	Warmth, integrity, and commitment to nurturing the whole child	Essential		Statement / Interview
	Reflective, resilient, and energised by challenge	Essential		Statement / Interview
	High expectations for pupils, staff, and self	Essential		Statement / Interview
	Positive, solution-focused mindset	Essential		Statement / Interview
	Commitment to Christian ethos	Essential		Statement / Interview
Safeguarding	Strong commitment to safeguarding and welfare of children	Essential		Application / Interview
	Understanding of statutory safeguarding requirements	Essential		Application / Interview
	Designated Safeguarding Leader Qualification and DDSL Experience		Desirable	Application

Application procedure

Visits to see our wonderful school are warmly welcomed. Please contact Rachel Woodhouse, School Business Manager, to arrange an appointment.

If you feel that St Michael's Junior School could be a place where you would like to work, please complete the teaching application form and return it by email to r.woodhouse@st-michaels-jun.hants.sch.uk by midnight on Thursday 16th April 2026.

Interviews will take place on Thursday 23rd April 2026.

Safer Recruitment St Michael's Church of England Junior School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including an online search as part of Keeping Children Safe in Education 2025 guidance.

