

GREENHEART

LEARNING PARTNERSHIP 

DEPUTY HEADTEACHER CANDIDATE PACK



WELCOME LETTER

Welcome to Greenheart Learning Partnership

At Greenheart Learning Partnership, we are bound by a shared commitment to educational excellence, collaborative spirit across our academies, and a profound belief in the transformative power of learning.

We are a Partnership that values being informed. Our decisions are shaped by evidence, enriched by experience, and grounded in a clear understanding of what truly makes a difference. We champion creativity, embrace fresh ideas, and understand that innovation flourishes when imagination is nurtured and turned into purposeful action.

We don't just respond to change—we lead it. We take initiative, make bold moves, and act with integrity and intention. Above all, we strive for success—not only in measurable outcomes, but in living lives that reflect our values. We pursue meaningful goals and find fulfilment in the journey as much as the destination.

As you begin your journey with us, know that you are joining a community that believes in your potential and is excited to see what we can accomplish together. Let's make this experience impactful, inspiring, and truly exceptional.

Chief Executive Officer

Professor Michelle Money
PhD, MA Ed, NPQH, FRSA



ABOUT

At Greenheart we want all children to become confident and creative individuals, successful lifelong learners, and active and informed members of the community. Our curriculum builds upon the National Curriculum but also on best practice from around the world. We want our children to have a sense of Being, Becoming and Belonging.

OUR VISION

At Greenheart we create opportunities, build, innovate and cultivate a better future for the next generation. Success for all begins with a refusal to shy away from the biggest challenges of our time. Our 5 key visions enable Greenheart to focus our efforts on the big things that matter to all of us.

LEADING

Leadership matters. The Partnership has a responsibility for its children, staff, estates and place in society. We have a duty to shape the debates which will create our future. We want to shift the dial on issues that impact the Partnership.

DIGITAL

Technology matters. We all need to be digitally literate, with the skills and the will to use available technologies for learning, for our social lives and for work.

SOCIAL MOBILITY

Opportunity matters. The pandemic has exacerbated long-standing inequalities and we know that life-changing opportunities are not available to all. We want to ensure that every child has equal chances to succeed in later life. We will seek to unlock the potential of every member of our community by taking a leading approach to inclusion.

NET ZERO

Our environment matters. To mitigate the effects of climate change and to not contribute further we all have a responsibility to achieve net-zero where possible. We are committing to decarbonise and transition to net-zero.

READY FOR LIFE

Growth matters. We need to support everyone in our Partnership to thrive in the social world – to contribute, to work and to give back.



OUR ACADEMIES

BETTER SCHOOLS
BETTER LIFE CHANCES



JOB DESCRIPTION



Job Title: Deputy Headteacher

Salary/Grade: Leadership Pay Range – L11 – L15

Location/Address: Edgar Stammers Primary Academy, Harden Road, Rushall, Walsall, WS3 1RQ

Relationships: Reports to the Headteacher

This job description should be read alongside, and in conjunction with, the range of professional duties outlined in the Teachers' Standards (2021) and the current Schools Teachers' Pay and Conditions document. This job description should not be perceived as detracting from these documents. The job description will be subject to regular review.

JOB PURPOSE

To work under the direction of the Headteacher and, with their support, provide professional leadership and operational management that sustain the school's ongoing success and development, ensuring high-quality education for all pupils within a safe and nurturing environment.

The Deputy Headteacher will hold a teaching responsibility as designated by the headteacher.



JOB DESCRIPTION

KEY RESPONSIBILITIES:

Quality of Education and School Improvement

Support the headteacher as required to

- ♥ Develop and operationalise a clear and ambitious strategic vision for the successful development of the school.
- ♥ Motivate and inspire others, empowering all pupils and staff to excel.
- ♥ Demonstrate and articulate high expectations.
- ♥ Promote positive and respectful relationships with all members of the school community supporting staff, pupil and community voice.
- ♥ Lead curriculum development and innovation and take responsibility for keys areas such as a core subject, assessment and/or Early Years.
- ♥ Promote an inclusive school.
- ♥ Ensure the implementation of effective intervention and support programmes, analysing and evaluating their impact.
- ♥ Implement strategies that continue to promote high standards of behaviour, attendance and well-being.
- ♥ Ensure the quality of teaching and learning consistently demonstrates improvement.
- ♥ Ensure a culture of staff professionalism where professional development is valued and encouraged and, where required, lead training.

Leadership and Management

Support the headteacher as required to

- ♥ Translate the vision into agreed objectives and operational plans.
- ♥ Enable the school to give every pupil high quality education which promotes the highest possible standards of achievement, personal education and wellbeing.
- ♥ Ensure that the highest priority is given to promoting safeguarding the welfare of children.
- ♥ Model the values and vision of the school.
- ♥ Embrace the positives of using the "digital world" to enhance learning, whilst using rigorous approaches to minimise risk.
- ♥ Deputise for the headteacher as required, managing the school on a day-to-day basis ensuring that policies, including safeguarding and Health and Safety, are fully adhered to.
- ♥ Prepare for inspection and external review.
- ♥ Ensure staff are line managed effectively, in a supportive manner and following advice, guidance and appropriate policies.



JOB DESCRIPTION

Promotion of School and Community

Support the headteacher as required to

- ♥ Sustain an ethos and culture which embraces the richness and diversity of the local and wider communities.
- ♥ Collaborate with other agencies to promote the academic, spiritual, moral, social, emotional and cultural well-being of children and their families.
- ♥ Maintain and development effective partnerships with parents and carers to support and improve children's achievement and personal development.

Leading Safeguarding

Support the headteacher as required to

- ♥ Ensure that all safeguarding policies and practices fully meet current national guidance and are published as required, and to serve as a Deputy DSL.
- ♥ Ensure all staff and volunteers are fully trained and aware of their responsibilities.
- ♥ Co-operate and work with relevant agencies to protect children
- ♥ Continually update own knowledge and skills.
- ♥ Model and articulate effective safeguarding at all times, maintaining a safe and secure school.

The Deputy Headteacher is expected to undertake any other duties as may reasonably be required by the Headteacher, consistent with the nature and level of the responsibility of the post.

Greenheart Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding and child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

The appointment is subject to the current conditions of employment for the Headteacher's in the School Teachers' Pay and Conditions Document, the School Standards and Framework Act 1998, any other legislation relevant to Education and Academies and Greenheart policies and procedures.

PERSON SPECIFICATION

Education & Qualifications	Essential	Desirable
Qualified Teacher Status	♥	
Evidence of further professional development and willingness to undertake other training	♥	
Relevant Experience		
Evidence of successful experience as an Assistant Headteacher (or equivalent) / Deputy Headteacher	♥	
Experience of improving students' outcomes, including vulnerable groups	♥	
Experience of raising standards	♥	
Experience of leadership and management in a senior role	♥	
Knowledge of effective teaching and learning strategies	♥	
Knowledge of effective behaviour management strategies	♥	
Establishing high quality whole school attitude to learning	♥	
A strategic thinker who leads others	♥	
Developed and maintained high professional standards	♥	
Proven and demonstrable excellence as a classroom teacher	♥	
Skills & Abilities		
Ability to deliver whole staff training/CPD	♥	
An understanding of the Ofsted framework, including current consultation	♥	
Knowledge of statutory responsibilities including safeguarding	♥	
Ability to lead others collaboratively	♥	
Calmly work under pressure	♥	
Ability to prioritise effectively	♥	
Build sound working relationships with students, staff, parents, and other key stakeholders	♥	
An ability to challenge current practice and lead developments towards outstanding	♥	
Take full responsibility for all aspects of the role	♥	

PERSON SPECIFICATION



Attrubtes/Disposition	Essential	Desirable
A belief in inclusive education	♥	
Drive to improve provision and outcomes within the school	♥	
Commitment to ensure outstanding practice in everything that we do	♥	
Clear vision and moral purpose	♥	
A commitment to own professional development	♥	
Positive and resilient	♥	
Motivation and inspiration of others	♥	
Commitment to safeguarding and promoting the welfare of children.	♥	

General & Specific or Legal knowledge

Effective use of technology with good keyboard skills	♥	
Knowledge of school policies and Health and Safety procedures	♥	

Special Requirements

It is the responsibility of each employee to carry out their duties in line with Greenheart's ethos and culture of safe working practices for adults working with children, and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.





How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact **Will Bridge** at Academicis, our recruitment partner, on **wbridge@academicis.co.uk** or by phone on **07825 346535 / 01223 907979**.

CLOSING DATE:

Midday on the 27th April 2026

INTERVIEWS:

1st May 2026

GREENHEART
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Unit 2, Newlands Court, Attwood Road, Burntwood, WS7 3GF