

Deputy Headteacher



Apply before Sunday
1st June 2025

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Message from the CEO

Thank you for your interest in finding out more about the role of Deputy Headteacher at Whitehouse Primary School. This pack tells you more about our Trust, the role and the person we are looking for.

The NEAT Academy Trust YouTube channel has a welcome video so you can see our Trust in action and find out more about us: https://www.youtube.com/watch?v=jd8aeTt8_pU and I would encourage you to visit the school website where you can see our whole Trust relational work in practice.

As someone who has worked in education for a number of years, I know that it really can be the most rewarding and inspiring job in the world but I also know that it is a very challenging one too. I honestly believe that Whitehouse Primary School will provide that real hearts and minds experience for the right candidate alongside being part of a Trust that will absolutely provide support. I wanted to take this opportunity to personally tell you a little bit more about our Trust and our future ambition as we enter an exciting phase of potential growth.

Our Trust is built on the belief that every child can be successful. In collaboration with leaders across the Trust, we have developed a unique curriculum offer that provides a whole range of experiences we feel are essential to developing key skills for life. Quality learning and teaching is supported by an innovative appraisal system based on the values of the organisation, allowing us to celebrate how our colleagues work, alongside recognising the impact they are having. Underpinning all of our work is evidence-based research, led by our very own Research School.

We have spent a significant amount of time developing our vision and strategy to take us into the next phase as a Trust and I think now is a really exciting time to join both Whitehouse Primary School and the wider Trust. We, like all Trusts, are developing relationships with schools who share our vision and values as we look to build on our successes and create a stronger trust. Our aim is to ensure not only that we make a positive difference to the lives of our young people and their families, but that we can make a greater difference by being together.

I'm confident that this new opportunity to join the senior leadership team at Whitehouse Primary School will offer the right person the next step on a long-term career path with NEAT. I was appointed as CEO from a headship role within the Trust and we are committed to growing our own exceptional leaders.

We believe we make a greater difference by working together as one Trust and having shared values at the heart of everything that we do. We'd love to hear from you if you also share this view and the values of the school.



Debi Bailey, Chief Executive Officer

Message from the Headteacher

Thank you for your interest in finding out more about the role of Deputy Headteacher at Whitehouse Primary School.

Whitehouse Primary School is such a special place to work. Since taking up post as Headteacher in March 2024, I have been made to feel incredibly welcome by all our parents, children and staff - several of whom have worked for our school for a significant number of years and are completely dedicated to our children and families.

We are currently on a journey of improvement and have made significant strides forward in a relatively short space of time. Standards continue to rise and I am incredibly proud of the offer the children get when in the building. They benefit from an innovative and personalised curriculum offer and a very high standard of teaching. As Deputy Headteacher, you should be an outstanding classroom practitioner and have knowledge of developing curricula with a demonstrable track record of supporting others in these areas.

The children are completely at the heart of everything we do. We genuinely are a little community and parents speak positively about our school and the offer the children get. As Headteacher, I believe in a holistic approach to educating our children and providing them with experiences and skills that prepare them for the next stage of their education, whatever background they come from and whatever needs they have. Our new Deputy Headteacher will have the chance to make a real difference in the lives of some of our young people.

As a school we strive to be 'inclusive by design' and are welcoming to all children, regardless of their needs. We have an integrated Additionally Resourced Provision (ARP) for children with moderate learning difficulties and are increasingly becoming a popular destination for parents whose children have EHCPs.

Being a school with more than 60% of children eligible for Free School Meals and more than 30% of children on the SEND register, our ideal candidate is someone who is passionate about inclusion and ensuring that any barriers children have to access their learning are mitigated.

As Headteacher, I can promise that our new Deputy will receive all of the support they need to be successful and this role offers the chance to hone your leadership skills and demonstrate genuine impact at a leadership level. The successful candidate will be part of a welcoming team and benefit from a rewarding school where no two days will ever be the same.

We hope that from reading about Whitehouse Primary School and NEAT that you feel excited that the next step in your career could be as a Deputy Headteacher at our school.

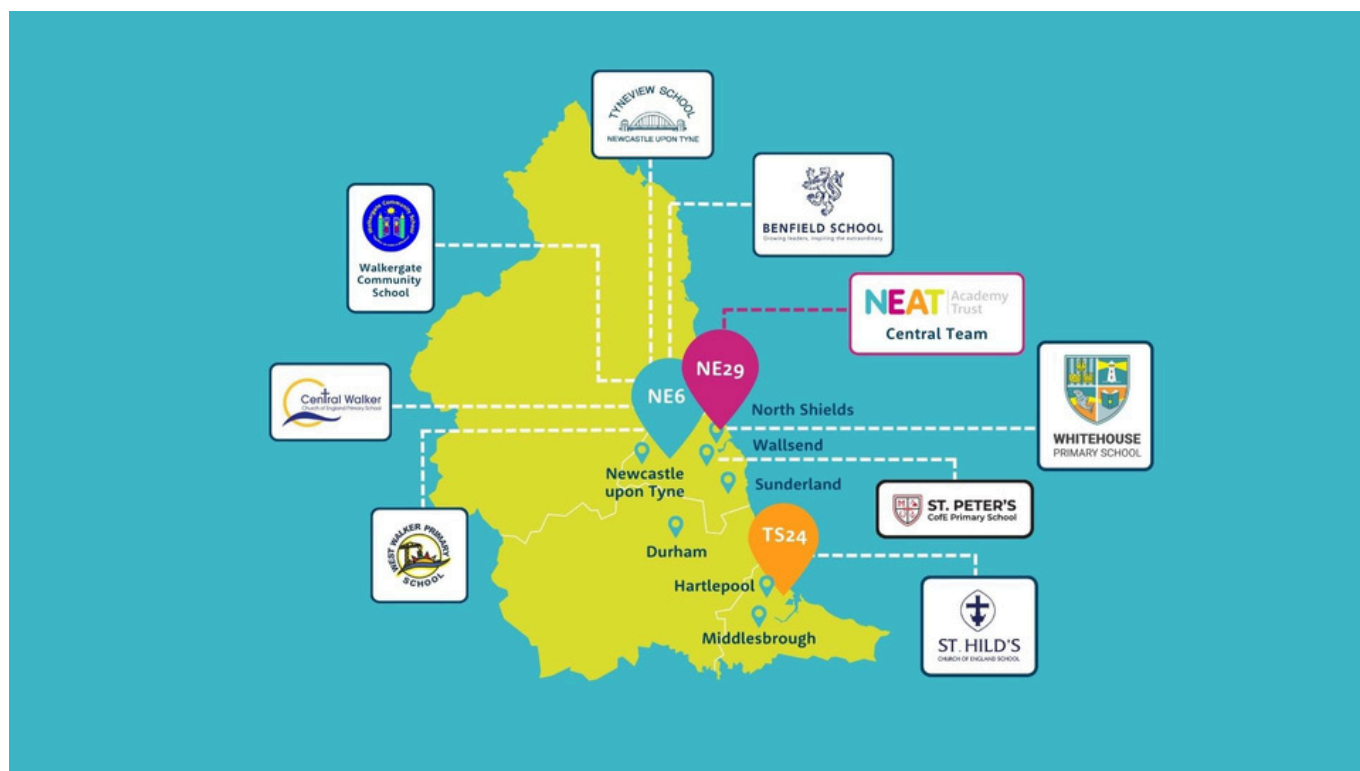
I would welcome visits to the school so you can meet us before deciding whether to apply. Any potential candidates should really experience school for themselves; I would encourage any visits to be made during the school day and will accommodate any such requests. Please register your interest by contacting whitehouse.admin@neat.org.uk



Michael Moran, Headteacher

About NEAT

Our Trust was established in 2017 and currently consists of six primary and two secondary schools located in Newcastle upon Tyne, North Shields and Hartlepool.



We are a “mixed” multi academy Trust as we have three Church of England schools and five schools without a religious character. The Trust is set up to ensure each school preserves its particular status. We work in partnership with the Joint Education Team for the Dioceses of Durham and Newcastle to ensure the Trust has effective governance arrangements and on strategic matters that particularly affect our Church schools.

Newcastle Research School has been selected by the Education Endowment Foundation (EEF) and the Institute for Effective Education to be part of their nationwide network of research schools.



8 schools



£35 million budget



500+ employees

About NEAT

Making a difference

Each school is encouraged to have its own ethos and character but to work collectively as one Trust to achieve our shared purpose, vision and strategic priorities.

Our shared purpose

We exist to nurture, educate, achieve and transform together.

Nurture

We support and challenge to enable growth.

Educate

We prepare successful, lifelong learners.

Achieve

We strive to be the best we can be.

Transform

We provide experiences and opportunities that enrich and empower.

Our Vision

We are one Trust, working with partners, to grow potential.

Find out more



Our Governance

The Trust is a charitable company. We have a strong and effective Board of Directors, who are also the charity's trustees. The Board of Directors delegates the operational running of the Trust to the CEO. Headteachers also have a role in making decisions. Each school's Local Governing Committee provides an important scrutiny and evaluation role at local level to provide assurance to the Board about the quality of education and the quality of care provided for pupils, and to engage with stakeholders including parents and carers.

About Whitehouse Primary School

‘When I leave Whitehouse Primary School, I will be a confident, resilient and independent learner, prepared for the next stage of my education and ready to deal with any challenges ahead...’

All we do at Whitehouse is influenced by our Curriculum intent statement. It is centred around our pupils’ needs and really supports us in providing an education which prepares our children for the next stage in their lives, wherever that might be.

Relationships are an integral part of Whitehouse Primary School. We pride ourselves on knowing our children and families well, ensuring that any obstacles and barriers are removed so that all within our community can thrive. As a school, we are committed that all learning is purposeful and builds upon what has come before, to enable all children to be ready for the next stage of their academic career. Our wider curriculum enrichment ensures that all learners are ready to tackle any of the challenges pupils might face beyond our school gates.

In January 2023, Whitehouse Primary School joined the NEAT Academy Trust family of schools. As part of this transition, we have adopted NEAT’s shared purpose, vision and strategic aims, which align with our commitment to providing an exceptional education



Since academising, we have been on a journey of improvement. Our academic outcomes for the last academic year showed significant improvement in all areas, which is testament to the work we have done as a school. While outcomes are not everything, we are proud of the significant improvements we have -and continue - to make.

Beyond the academics, we truly recognise the makeup of our children and have a comprehensive and continuously improving curriculum in place which develops the whole child and ensures all are ready to learn and achieve everything they can. A calm, purposeful and vibrant learning atmosphere permeates all of school because of this.

For the right candidate, the school offers endless opportunities to make a difference for our pupils and progress your career.

Our school truly is a little haven tucked away behind Beach Road in North Shields. Come and see it for yourself.... you won’t be disappointed.



The Advert

Whitehouse Primary School

Deputy Headteacher

Leadership Group Pay Range L5 - L9 (£54,939 - £60,644 per annum)

To start in September 2025 or as soon as possible after

We invite interest in this new opportunity to join the senior leadership team at Whitehouse Primary School, which is one of eight schools within NEAT Academy Trust. At the heart of our Trust is the aim to nurture, educate, achieve and transform the lives of young people and our communities.

At Whitehouse Primary School, our dedicated and caring staff work hard to achieve high standards by providing a nurturing environment where all children can flourish. We are committed to developing positive relationships between children, staff, parents and the wider community.

We are looking for an inspiring leader, with the drive and vision to build upon the school's successes to date and develop a shared expectation of high educational standards in the school. You will continue the school improvement journey of Whitehouse Primary School, champion our young people and relentlessly strive for the very best. This post offers a rare opportunity to work in real collaboration across an inclusive and innovative Trust.

The ideal candidate:

- Has proven experience of contributing to the leadership and management in a primary school.
- Has a track record of successfully implementing whole school strategies that improve pupil outcomes and raise aspirations.
- Can work collaboratively with key stakeholders, communicating clearly to build effective working relationships, whilst also championing best practice that secures excellent outcomes for all pupils.

Interested in finding out more about this unique opportunity? We would welcome school visits from potential candidates to arrange a date and time please get in touch with whitehouse.admin@neat.org.uk You can also find out more information about the role and our school in the attached Candidate Recruitment Pack.

Interested in applying? If you share our passion and believe you can make a difference, please read the accompanying job description and person specification and complete an application form by clicking 'apply now' no later than midnight on Sunday 1st June 2025.

Expected interview dates - week commencing Monday 9th June 2025.

NEAT is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. This position is exempt from the provisions of the Rehabilitation of Offenders Act and a satisfactory Enhanced DBS from the Disclosure and Barring Service is required as part of pre-employment checks. For shortlisted candidates, we will conduct an online search as part of our screening.

Job Description

Job Title:		Deputy Headteacher			
Location:		Whitehouse Primary School			
Date:	May 2025	Status:	Final	Pay range:	L5 – L9
Responsible to:		Headteacher			
Responsible for:		Assigned school teaching and support staff			
Job purpose:		Work with the Headteacher(s) to: <ul style="list-style-type: none"> • Play a lead role in formulating the aims/objectives of the school and establishing the policies and practices through which they are to be achieved • Be responsible for monitoring outcomes and progressing actions • Proactively manage staff and resources • Leadership of one or more significant whole school priorities e.g. curriculum, inclusion. • Carry out the professional responsibilities of a teacher. • Deputise for the Headteacher, when required. 			

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

Main responsibilities as Deputy Headteacher:

Carry out the professional responsibilities of a Deputy Headteacher, in addition to those of a Teacher, as set out in the School Teachers' Pay and Conditions Document. Carry out teaching duties in accordance with the school's schemes of work and the National Curriculum.

Educational leadership and management

1. Contribute to the development, monitoring and evaluation of a robust school improvement plan and take personal responsibility for one or more key priorities.
2. Assist the Headteacher in the management, organisation and running of the school, including contributing to the development and implementation of school aims/objectives, procedures, policies and practices.
3. Develop a shared expectation of outstanding learning and teaching and ensure staff are provided with effective opportunities to develop their professional expertise.
4. Support an aspirational and innovative culture of learning and teaching in the academy.
5. Support the Headteacher to develop and implement an effective curriculum that enables all learners to achieve.

6. Ensure the welfare and safety of all students from all groups, including their safeguarding.
7. Act as one of the school's Designated Safeguarding Leads, providing advice and support to staff, liaising with the local authority and working with other agencies to ensure safeguarding issues are dealt with promptly and effectively.
8. Develop and implement assessment strategies, data analysis and appropriate intervention programmes to ensure that identified standards of learner achievement are met.
9. Enhance the teaching practice of others through monitoring/evaluation and promoting improvement strategies to secure effective teaching and learning for learners.
10. Line manage a team of staff including the effective recruitment, appraisal and development of its members in order that the team's objectives are achieved.
11. Facilitate an ethos within the team which encourages staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.
12. Undertake the professional duties of the Headteacher in the event of their absence from the school, as required by the Headteacher or Chief Executive Officer.

Strategic leadership and management

13. Develop and maintain the values of NEAT within the academy.
14. Contribute professionally to the broader NEAT agenda including the development and delivery of strategic plans and priorities.

People leadership and management

15. Be a role model in a culture of working together to achieve high standards throughout the academy.
16. As delegated, manage performance and ensure that staff receive appropriate support to achieve those high standards.
17. Ensure appraisal and ongoing feedback for allocated staff in the academy.
18. Facilitate a climate of reflective practice and professional development that enables all staff to achieve their best. Participate in, and where appropriate, lead staff training and development and continuous professional development. Contribute to and participate in shared CPD arrangements across NEAT.
19. Develop the capacity of colleagues encouraging staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.

Parental, community and sector engagement

20. With the Headteacher, develop strong and effective partnerships with parents.

21. With the Headteacher, develop a thriving sense of school community to include present, past and future pupils and parents.
22. Create proactive links with the community including, for example, businesses, feeder schools, other local schools, local community groups and religious organisations.
23. Take an active role in developing networks across the education sector including other primary schools and multi academy trusts.

Responsibility as a Teacher:

To be accountable for the educational progress of all learners within any designated classes/groups through effective learning and teaching.

Trust responsibilities

24. Work to fulfil the vision and values of the trust.
25. Assist in maintaining a healthy, safe and secure environment and act in accordance with the trust's health and safety policies and the school's/central team's health and safety procedures.
26. Promote and implement the trust's equality, diversity and inclusion policy in all aspects of employment and service delivery.
27. Promote and safeguard the welfare of children and young persons s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.
28. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
29. Participate in appraisal, training and development and other activities that contribute to performance management.
30. Attend and participate in regular team and 1:1 meetings.

Person Specification

JOB TITLE:	Deputy Headteacher
DATE:	May 2025
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status.	E	✓			✓
2. National Professional Qualification for Senior Leaders (NPQSL) or other post-qualification educational leadership/management qualification e.g. Med; or a willingness to undertake these.	D	✓			✓
3. Evidence of personal commitment to lifelong learning.	E	✓		✓	
4. Current knowledge and understanding of national and local education policy, curriculum and management issues.	E	✓		✓	
5. Thorough understanding of how young people learn and the core features of effective curriculum planning, delivery and assessment from Early Years to Key Stage 2 and transition to secondary.	E		✓	✓	
6. Has a detailed understanding of the essential components of quality first teaching.	E		✓		
Experience					
7. Demonstrable experience of teaching in primary to improve pupil outcomes.	E	✓		✓	
8. Experience of contributing to leadership and management in a primary school as a member of the Senior Leadership Team.	E	✓		✓	
9. Previous experience as an Assistant Headteacher or Deputy Headteacher.	D	✓		✓	
10. Track record of success in at least one of the following: developing and implementing whole school strategies to improve behaviour or attendance; using whole school data to plan and implement effective interventions to improve outcomes; leading whole school teaching and learning, assessment or curriculum development.	E	✓		✓	
11. Experience of working with stakeholders, parents and the community.	E	✓		✓	
12. Evidence of developing and coaching colleagues.	E	✓		✓	
13. Able to demonstrate holding colleagues to account.	E	✓		✓	

Skills and competencies					
14. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity.	E	✓	✓	✓	
15. Able to translate school improvement priorities into practical actions which support and empower pupils and staff to succeed.	E	✓	✓	✓	
16. Can define a vision for quality first teaching and drive teaching and learning across the whole school.	E	✓	✓		
17. Demands ambitious standards and high expectations for all pupils to overcome disadvantage and advance equality.	E	✓	✓	✓	
18. Supports a culture of self-evaluation and demonstrates commitment, engagement and involvement in the school development planning process.	E	✓	✓	✓	
19. Personal drive to effectively plan workload and set priorities for self and others.	E	✓	✓		
20. Team leader who effectively manages own behaviour and relationships with others to provide appropriate support and challenge.	E		✓	✓	
21. Excellent oral and communication skills that are effective for a range of audiences including how best to approach difficult or sensitive issues.	E		✓	✓	
22. Committed to working with other professionals to champion best practice and secure excellent outcomes for all pupils.	E	✓	✓	✓	
Other					
23. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓		✓	✓
24. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E			✓	✓
25. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
26. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	✓

Working with NEAT

Our Benefits

We offer careers that make a real difference to young people's lives. We recognise that our colleagues are central to everything we do and deserve to be rewarded and recognised. Scan the QR code to view our benefits package:



NEAT's commitment to equity, diversity and inclusion

Our overarching aim is: To live our mantra of knowing our children and families, community and each other well, we will foster a sense of belonging within and across our organisation, enabling our young people, staff and volunteers to thrive. By becoming a Trust of sanctuary, we will create a welcoming and safe environment for all.

This will enable us to progress:

- our Trust vision of, “One Trust, working with partners to grow potential”;
- ensuring everyone in the Trust shares our value of being inclusive; and
- our strategic priority that, “Diverse voices are represented, valued and shape the vision and strategy of the Trust”.

We commit to:

- developing an increasingly comprehensive range of data and insights;
- deepening the understanding of our workforce and governance volunteers of the diverse characteristics of our community;
- enabling a culture which is inclusive and values diversity;
- recruiting, retaining and developing a workforce and governance volunteers who are more representative of our community;
- engaging diverse voices to ensure we understand and are responsive to a wide range of perspectives;
- developing systems and processes that ensure we actively consider the impact of our decisions on diversity, equity and inclusion.



Working with NEAT

NEAT's commitment to safeguarding children and young people

The Trust and our schools are highly committed to safeguarding and promoting the welfare of children and young people.

We want to ensure candidates support this commitment. During the recruitment process we ask all applicants to tell us in confidence about any criminal convictions they have. This does not mean that you cannot work for NEAT if you have a criminal conviction as we will consider the age of the conviction, whether it is relevant to the job you applied for and any mitigating factors before making a decision. The successful candidate will also need to obtain an enhanced certificate from the Disclosure and Barring Service (DBS).

You should also expect that we will explore at interview any gaps in your employment history, why you want to work with children and young people and if you are able to keep them safe from harm. We also request information about your suitability to work with children from your referees, one of which must be your current or last employer.



Living in the North East of England

You can reach our stunning coastline within minutes of leaving Newcastle's bustling city centre. Our region proudly hosts the world's largest half marathon and you'll find world-class sport in iconic venues, live music venues, theatres that attract Broadway shows, child-friendly museums, Michelin star dining and art galleries. Whilst nearby Northumberland countryside is renowned for its rugged beauty. With affordable house prices, the North-East offers an enviable quality of life. You can find out more about our vibrant region and the pride we have for our passionate city here:



NEAT | Academy
Trust

