

# Deputy Headteacher



Apply before Sunday  
18<sup>th</sup> May 2025

Nurture | Educate | Achieve | Transform

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# Message from the CEO

Thank you for your interest in finding out more about the role of Deputy Headteacher at Central Walker Church of England 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](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 Central Walker Church of England 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 Central Walker Church of England 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 Central Walker Church of England 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 Headteachers

Thank you for your interest in finding out more about the role of Deputy Headteacher at Central Walker Church of England Primary School.

We are delighted to be able to add capacity to our Senior Leadership Team by recruiting to this new role for September. This will enable us to take forward the strategic vision and Christian ethos of our school with the support of the Trust and our local governors.

We have both worked in Walker for over 20 years and thoroughly enjoy the many rewards that our role as educators in this community bring.

Our children are amazing. They are happy, engaged, curious and really enjoy being part of our Central Walker Family. Our staff go above and beyond to ensure all children have the same opportunities and experiences as their peers elsewhere and you really would be joining a team of committed and supportive professionals. Visitors to our school always comment on how welcoming and friendly our staff and children are.

Our recent Ofsted Inspection confirmed we are a 'good' school (January 2025) and we were graded outstanding by SIAMS (November 2022).

We warmly welcome applications from those who are passionate about making a real difference to the lives of children and who thrive on challenging themselves and others to keep on improving.

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

We would welcome visits to the school so you can meet us before deciding whether to apply. We would like to encourage you to make an appointment so that we can tell you more about the role. Please register your interest by contacting **[centralwalker.admin@neat.org.uk](mailto:centralwalker.admin@neat.org.uk)**

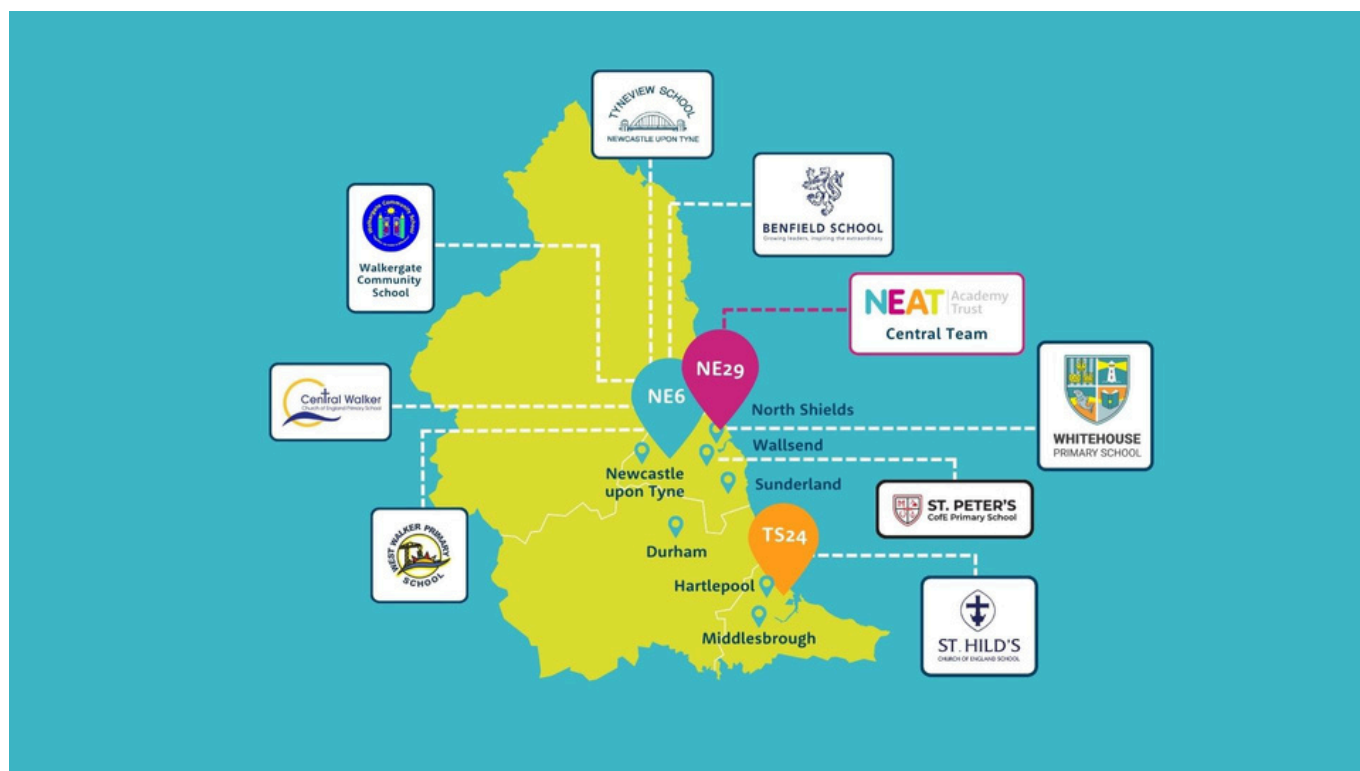


**Dawn Day & Faye Kerr, Co-Headteachers**



# 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 Central Walker Primary School

At Central Walker Primary School, we are proud to be a Church School and our close links with the Church Community help to strengthen and enrich our Christian Vision, which lie at the heart of everything we do.

We are an inclusive Church of England Primary School, acknowledging the rich, cultural diversity of our community. Our ethos is based on the Christian strengths that we all need to lead a good and purposeful life.

We recognise that all of our children have immeasurable potential and that it is our responsibility to ensure that they are given every opportunity to flourish as successful individuals. We will endeavour to achieve this by providing an environment where all children can demonstrate a love of learning, a love of life - a place for them to thrive and shine within a Christian setting.

We encourage an understanding of the meaning and significance of faith and promote the Christian values through the experience we offer to all our pupils. Everyone works to enable outstanding teaching and learning - putting our children at the centre of all that we do.

We are a two-form entry inner city primary school in the east end of Newcastle upon Tyne with currently 437 pupils on roll. Our school is semi open plan providing 5 main areas, one for each of the four phases; EYFS, KS1, LKS2, UKS2 and one for pastoral and pupil welfare.



# The Advert

## Central Walker Church of England Primary School

Deputy Headteacher

Leadership Group Pay Range L10 - L14 (£62,202 - £68,586 per annum)

To start in September 2025

We are excited to invite interest in this new opportunity to join the senior leadership team at Central Walker Church of England 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 Central Walker Church of England 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 Central Walker 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 a collaborative, 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.
- Can support the Headteachers to preserve and develop the school's religious character and be a positive Christian influence in the school by upholding its ethos.

**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 [centralwalker.admin@neat.org.uk](mailto:centralwalker.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 18<sup>th</sup> May 2025.

**Expected interview dates** - week commencing Monday 19<sup>th</sup> May 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

<b>Job Title:</b>		Deputy Headteacher			
<b>Location:</b>		Central Walker Church of England Primary School			
<b>Date:</b>	May 2025	<b>Status:</b>	Final	<b>Pay range:</b>	L10 – L14
<b>Responsible to:</b>		Headteacher			
<b>Responsible for:</b>		Assigned academy teaching and support staff			
<b>Job purpose:</b>		<ul style="list-style-type: none"> <li>• Work with the Headteachers to:               <ul style="list-style-type: none"> <li>• 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</li> <li>• Be responsible for monitoring outcomes and progressing actions</li> <li>• Proactively manage staff and resources</li> </ul> </li> <li>• Assist the Headteacher(s) to preserve and develop the school's religious character as a Church of England school.</li> <li>• Leadership of one or more significant whole school priorities.</li> <li>• Lead on the day to day logistics across school.</li> <li>• Carry out the professional responsibilities of a teacher.</li> <li>• Deputise for the Headteacher(s), when required.</li> </ul>			

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 head teacher 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. Lead learning within a designated key stage or phase.
7. Ensure the welfare and safety of all students from all groups, including their safeguarding.
8. 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.
9. Develop and implement assessment strategies, data analysis and appropriate intervention programmes to ensure that identified standards of learner achievement are met.
10. Enhance the teaching practice of others through monitoring/evaluation and promoting improvement strategies to secure effective teaching and learning for learners.
11. 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.
12. Facilitate an ethos within the team which encourages staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.
13. 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**

14. Work with the Headteacher, as a member of the Senior Leadership Team, and with stakeholders to develop a positive, Christian school ethos and culture, leading on specific school priorities.
15. Develop and maintain the values of NEAT within the academy.
16. Contribute professionally to the broader NEAT agenda including the development and delivery of strategic plans and priorities.

### **People leadership and management**

17. Role model a culture of working together to achieve high standards throughout the academy.
18. As delegated, manage performance and ensure that staff receive appropriate support to achieve those high standards.
19. Ensure appraisal and ongoing feedback for allocated staff in the academy.
20. 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.

21. 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**

22. With the Headteacher, develop strong and effective partnerships with parents.
23. With the Headteacher, develop a thriving sense of school community to include present, past and future pupils and parents.
24. Create proactive links with the community including, for example, businesses, feeder schools, other local schools, local community groups and religious organisations.
25. 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**

26. Work to fulfil the vision and values of the trust.
27. 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.
28. Promote and implement the trust's equality, diversity and inclusion policy in all aspects of employment and service delivery.
29. 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.
30. Assist in ensuring the trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
31. Participate in appraisal, training and development and other activities that contribute to performance management.
32. Attend and participate in regular team and 1:1 meetings.

# Person Specification

<b>JOB TITLE:</b>	<b>Deputy Headteacher</b>
<b>DATE:</b>	<b>May 2025</b>
<b>STATUS:</b>	<b>Final</b>

<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
<b>Knowledge and qualifications</b>					
1. Qualified teacher status.	E	✓			✓
2. National Professional Qualification for Senior Leaders (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd.	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		✓	✓	
<b>Experience</b>					
6. Demonstrable experience of teaching in primary to improve pupil outcomes.	E	✓		✓	
7. Experience of contributing to leadership and management in a primary school as a member of the Senior Leadership Team.	E	✓		✓	
8. Previous experience as an Assistant Headteacher or Deputy Headteacher.	E	✓		✓	
9. Track record of success in at least one of the following: leading a key stage/phase; 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	✓		✓	
10. Experience of working with stakeholders, parents and the community.	E	✓		✓	
11. Evidence of developing and coaching colleagues.	E	✓		✓	



CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
12. Able to demonstrate holding colleagues to account.	E	✓		✓	
<b>Skills and competencies</b>					
13. Willing to support the headteacher to preserve and develop the school's religious character and be a positive Christian influence in the school by upholding its ethos and values.	E	✓		✓	
14. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible.	E		✓	✓	
15. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity.	E	✓	✓	✓	
16. Able to translate school improvement priorities into practical actions which support and empower pupils and staff to succeed.	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 demonstrate 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 oracy 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	✓	✓	✓	
<b>Other</b>					
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			✓	✓

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
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

