



**We're
hiring!**

Worthinghead Primary School



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Worthinghead
Primary School
Be Kind, Work Hard and Grow

Role: Deputy Headteacher and Inclusion Champion
Start date: 1st September 2026
Salary: L6-L10
Contract: Permanent

If you are an inclusive, forward-thinking leader who shares our ambition and values, and who is excited by the opportunity to help shape the next chapter of our school's journey, we would love to hear from you.

The successful candidate will be someone who:

- Is a dedicated, inspiring leader who understands that the best schools are built on a foundation of calm, purposeful environments and a whole-school culture of "excellence."
- Is a passionate Inclusion Champion with the expertise to lead SEND, Pupil Premium, and pastoral provision, ensuring every child feels supported, valued, and able to thrive.
- Can work strategically alongside the Headteacher to bring our new whole-school vision to life and drive consistently high standards of teaching and learning.
- Is an exceptional practitioner who can model high-quality, research-led teaching and provide structured coaching to help staff excel.
- Can build strong, positive relationships and communicate effectively with pupils, staff, parents, and external agencies.
- Is a resilient, proactive team player who leads with integrity, creativity, and a sense of humour.
- Is committed to professional growth, holding (or willing to achieve) the NPQ for SENDCO/NASENCO award and appropriate leadership qualifications.

We can offer:

- A friendly, welcoming school with a strong sense of community and a new, ambitious vision for the future.
- Enthusiastic, well-behaved children who are eager to learn and thrive.
- A committed, reflective, and ambitious staff team who work collaboratively to achieve the best outcomes.
- Significant opportunities for professional development and the chance to lead on key aspects of the School Development Plan.
- A supportive partnership with the Headteacher and Governing Body, where your initiative and strategic contributions are highly valued.
- A positive, nurturing environment where you can truly make a difference as an agent of change.

Visits to the school are strongly encouraged and warmly welcomed. Please contact the school office to arrange an appointment to see our school in action and meet with the Headteacher.

Closing date: Wednesday 22nd April 2026 at midday

Shortlisting: Friday 24th April 2026

Interviews: Thursday 30th April 2026 and Friday 1st May 2026

Shortlisted applicants will need to provide evidence of their eligibility to work in the UK. Worthinghead Primary School is committed to safeguarding and promoting the welfare of young people and we expect all staff to share this commitment. All posts are subject to the safer recruitment process including an enhanced Disclosure and Barring Service Check.

Welcome from our Headteacher



Dear Prospective Candidate,

Thank you for your interest in joining our school community. This is an exciting time to be joining our school as we move into a new and ambitious phase of development.

We have recently written our first whole-school vision statement, which will drive our decision-making and strategic direction in the years ahead. We are now seeking a dedicated, inspiring Deputy Headteacher. They will work alongside me in bringing this vision to life and in securing consistently high standards of teaching and learning for every child.

The Deputy Headteacher will play a pivotal role in leading inclusion across the school. The successful candidate will be our Inclusion Champion and have responsibility for SEND (as our SENDCO), our Pupil Premium strategy and our pastoral provision, ensuring that all pupils feel supported, valued, and able to thrive. In addition, the role will include leading on key aspects of our school development plan – these areas will be dependent on the successful candidate.

We are a friendly, welcoming school with a strong sense of community, where children are enthusiastic, well-behaved, and eager to learn, and where staff work collaboratively to achieve the very best outcomes for all. As Headteacher, I am proud of the positive, nurturing environment we provide, and of a staff team who are committed, reflective, and ambitious for our pupils.

Please do give me a call to arrange a visit. This will give you the opportunity to see our school in action (and I'd recommend coming during the school day), to meet with me to discuss the role in more detail and to fully appreciate how amazing our school and its grounds are!

If you are an inclusive, forward-thinking leader who shares our ambition and values, and who is excited by the opportunity to help shape the next chapter of our school's journey, we would be delighted to receive your application.

Yours faithfully,



Henry Naylor
Headteacher

WORTHINGHEAD PRIMARY SCHOOL

DEPUTY HEADTEACHER JOB DESCRIPTION

POST TITLE:	DEPUTY HEADTEACHER AND INCLUSION CHAMPION
GRADE:	L6-L10

Line Manager: Headteacher

Supervisory Responsibilities

1. Special Educational Needs & Disabilities (SEND)
2. Pupil Premium Strategy
3. Attendance
4. Pastoral Provision
5. Educational Visits Co-ordinator

Core Purpose

- To be an inspirational leader who creates an ethos and culture of high staff morale while bringing the school's new vision to life.
- Secure excellent teaching for all staff to achieve high standards of learning and attainment across the school.
- Act as the school's Inclusion Champion, leading on SEND (as SENDCO), Pupil Premium strategy, and pastoral provision to ensure all pupils feel supported, valued, and able to thrive.
- Take a major role in the day-to-day running of the school and deputise for the Headteacher in their absence.

Strategic Leadership & Development

- Be a lead member of the Senior Leadership Team, demonstrating high standards of personal integrity, loyalty, discretion, and professionalism.
- Work with the Headteacher to contribute to a strategic vision for the school in its community and analyse/plan for its future needs within local, national, and international contexts.
- Publicly support all decisions of the Headteacher and Governing Body.
- Contribute to good management practice by ensuring positive staff participation and effective communication procedures.
- Maintain effective working relationships with external agencies, services contracted to the school, and the Local Authority.
- Contribute to arrangements for the security and effective supervision of the school buildings, grounds, and contents, including aspects of Health and Safety.

Teaching and Learning

- Carry out the duties of a school teacher as set out in the STPCD, with a 0.4 commitment focused on providing an example of 'excellence' as a leading practitioner.
- Establish and sustain high-quality, research-led teaching across all subjects and phases, ensuring it is underpinned by deep subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Monitor and evaluate the quality of teaching and standards of pupil achievement; use benchmarks to set ambitious targets for improvement.
- Lead the coaching of staff members to raise standards and evaluate practice.
- Ensure the teaching of a broad, structured, and coherent curriculum that provides an exciting and stimulating environment for learning.

Inclusion, SEND, and Pupil Care

- Lead on inclusion across the school and coordinate Special Needs provision, promoting a culture that enables all pupils to access the curriculum.
- Ensure the school fulfils all statutory duties regarding the SEND Code of Practice.
- Have ambitious expectations for all pupils with SEND, ensuring resources and interventions are targeted correctly.
- Work effectively with parents, carers, and professionals to identify needs and provide support/adaptation.
- Lead the development and implementation of the school's policy for personal and social development, including pastoral guidance.
- Promote high standards of conduct and self-discipline; use consistent and fair approaches to behaviour in line with school policy.
- Be a visible presence at the start and end of the school day for children and parents, and support supervision during breaks and lunchtimes.

Leading and Managing Staff

- Lead the Performance Management of key staff, including the direct management and training development of SEND Teaching Assistants.
- Be responsible for ECT assessments and inductions, providing monitoring and support as necessary.
- Work with the Headteacher to lead, motivate, and develop all staff to secure continual improvement.
- Ensure staff have access to high-standard professional development and keep up to date with educational developments.

Efficiency, Accountability, and Specific Duties

- Under the direction of the Headteacher, deploy people and resources (including TAs, HLTAs, and supply staff) efficiently to meet school objectives and financial contexts.
- Act as a Deputy Designated Safeguarding Lead alongside the Headteacher.
- Support the Headteacher and Governors in annual budget planning and monitoring.
- Support the leadership of the Junior Leadership Team to encourage pupil-led school improvements.
- Promote the values and achievements of the school to the community and assist in leading school Assemblies.

Commitment

- Attend regular whole school CPD meetings, other external training and meetings
- Undertake such reasonable activities as the Headteacher and Governors may, from time to time require
- Deputise for the Headteacher in their absence
- Equalities and the Equality Act 2010
- Promote Worthinghead's vision and ethos
- High ethical standards
- Relating positively to and showing respect for all members of the school and wider community
- Ongoing relevant professional self-development
- Safeguarding and child protection

WORTHINGHEAD PRIMARY SCHOOL DEPUTY HEADTEACHER PERSON SPECIFICATION

Criteria	Essential	Desirable	Identification
Qualifications	<ul style="list-style-type: none"> ✓ Qualified Teacher Status (QTS). ✓ Degree level qualification or equivalent. ✓ At least three years of proven strong, successful senior leadership and management experience in a Primary school. 	<ul style="list-style-type: none"> ✓ NASENCO qualification or NPQ for SENDCO (or willingness to undertake) ✓ Further relevant professional/academic study (e.g., Masters). ✓ Appropriate leadership training (e.g., NPQH or NPQSL). 	Application / Certificates
Experience	<ul style="list-style-type: none"> ✓ Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning. ✓ Significant experience in evaluating and using data to plan and improve pupil performance. ✓ Evidence of continuous professional development and knowledge of current issues in Education. 	<ul style="list-style-type: none"> ✓ Experience in an "urban" school or "improvement journey" context. ✓ Experience leading whole-school pastoral or Pupil Premium strategies. 	Application / Interview / References
Qualities & Knowledge	<ul style="list-style-type: none"> ✓ Ability to hold and articulate a clear vision, values, and moral purpose. ✓ A strategic leadership style characterised by integrity, creativity, resilience, and clarity. ✓ Understanding of how to empower all students and staff to excel. ✓ Evidence of implementing, managing, and evaluating change in a collaborative way. 	<ul style="list-style-type: none"> ✓ Knowledge of research-led pedagogical trends and how to apply them to school improvement. 	Interview / Task
Teaching, Pupils & Staff	<ul style="list-style-type: none"> ✓ A deep understanding of how students learn and the ability to develop a culture of "outstanding" teaching and learning. ✓ A commitment to valuing, supporting, and encouraging the professional development of all staff. ✓ Expert understanding of the SEND Code of Practice and statutory duties. 	<ul style="list-style-type: none"> ✓ Experience of working as a mentor for ITT students or ECTs. 	Interview / Observation
Systems & Processes	<ul style="list-style-type: none"> ✓ Understanding of how to create whole-community accountability systems and implement them to maximise achievement. ✓ Ability to combine data from a range of sources to inform strategic decision-making. ✓ A clear understanding of and commitment to promoting and safeguarding the welfare of children. 	<ul style="list-style-type: none"> ✓ Experience in supporting the Headteacher with budget planning or resource deployment. 	Application / Interview
The Self-Improving School	<ul style="list-style-type: none"> ✓ Evidence of building and nurturing a strong, positive, and collaborative team culture. ✓ Commitment to building and maintaining effective relationships with parents, carers, trustees, and the wider community. ✓ Ability to inspire and influence others, within and beyond the school, regarding the value of education. ✓ Excellent communication skills and the ability to listen to and work effectively with all stakeholders. ✓ Ability to foster an open, transparent culture and deal effectively with difficult conversations and conflict. 	<ul style="list-style-type: none"> ✓ Experience of working with school-to-school partnerships or local networks. 	Interview / References
Personal Attributes	<ul style="list-style-type: none"> ✓ Optimistic personal behaviour and positive relationships. ✓ Highly motivated, energetic, and enthusiastic. ✓ A sense of humour and fun. ✓ Resilience to cope with the pressures of a demanding management position. 	<ul style="list-style-type: none"> ✓ Ambitions for further leadership opportunities. 	Interview