



INFORMATION FOR CANDIDATES

Huxlow Academy
Deputy Headteacher

Leadership Scale Points L19- L23



"Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

WELCOME FROM KIM ISAKSEN

Deputy Headteacher, Huxlow Academy



Huxlow Academy, located in Irthlingborough, East Northamptonshire, is a medium-sized 11-18 Secondary Academy known for its inclusive ethos and commitment to providing the very best opportunities for our diverse student body. The strong bonds between students, staff, and the wider community make Huxlow Academy a truly rewarding and fulfilling workplace. If you are passionate about making a positive impact on young lives and thrive in a supportive team environment, I encourage you to apply.

We are currently embarking on an exciting phase of rapid improvement, driven by our unwavering commitment to excellence. Our core values of Respect, Ambition, and Pride guide us in our pursuit of continuous improvement and inspire us to set high standards.

We are committed to creating a learning environment that promotes excellence, encourages innovation, and supports risk-taking. Our teaching staff engage in ongoing professional development to ensure they are equipped with the latest research and teaching methodologies to enhance student learning experiences. Professional Learning and Development are integral to our ethos, with opportunities for growth and innovation available for all.

We are striving to provide lessons that are engaging and tailored to meet the needs of our students through collaborative working. Through partnerships with schools within the Tove Learning Trust and beyond, our staff have access to the very best educational practices.

Despite being an incredibly rewarding place to work, Huxlow is an academy on an improvement journey, and this role would be crucial for accelerating the pace of change.

I invite you to explore our website, engage with our social media channels, and, most importantly, visit us to gain a deeper insight into life at Huxlow Academy. We are confident that you will be impressed by our school improvement journey, and we eagerly await your application to join our team.

Please do not hesitate to contact me if you have any questions or require further information about the role or our school.

Kim Isaksen

Deputy Headteacher - Huxlow Academy

An Introduction - Tove Learning Trust

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of schools we have three primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

We have a central team of professionals in Finance, HR, Estates, IT, Marketing, project management and governance to offer specialist support and guidance.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

✓ Support and well-being

You will become part of a family who really look out for one another. Free access to an Employee Assistance Programme providing counselling and advice for you and your close family and access to lots of well-being support.

✓ Professional development

Your performance review is truly targeted around you and your development. We want you to be the best you can be which in turn will enhance your performance and lead to outstanding outcomes for all.

✓ Excellent pension schemes

Both pension schemes are defined benefit schemes where you build up your pension based on a fixed formula to provide a guaranteed income at retirement. You have the opportunity to see what your actual pension will be.

✓ Training School

We are a strategic partner in a teaching school hub and can offer high quality professional development to support all stages of your career.

TOVE LEARNING TRUST SCHOOLS

📍 Northamptonshire and Milton Keynes

- The CE Academy
- Elizabeth Woodville School (North Campus)
- Huxlow Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Wootton Primary School
- Elizabeth Woodville School (South Campus)
- Knowles Primary School
- Lord Grey Academy
- Stantonbury School
- Water Hall Primary School

📍 West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Huxlow Academy Deputy Headteacher - Job Advert



We are thrilled to announce an exciting opportunity to join our Leadership Team as we prepare for the next phase of our development. We are seeking an individual with ambition and dedication to drive tangible improvements in student outcomes, standards, and educational experiences across all key stages.

Your unique skills and experiences are valued here at Huxlow, and we eagerly anticipate what you can bring to our team. We are flexible and willing to tailor individual responsibilities based on your strengths and background.

Furthermore, we are committed to fostering the growth and development of our staff. Training and development opportunities will be readily available, and we actively encourage further study. The Trust is dedicated to supporting staff in obtaining relevant qualifications to enhance their professional journey.

If you're ready to be part of a team that is committed to shaping brighter futures for our young people, we invite you to join us at Huxlow Academy.

Responsible to: Headteacher

Working hours: This is a full time post

Salary: L19-23

Closing date: Friday 10th May 9am

Interview dates: Wednesday 15th and Thursday 16th May

Tove Learning Trust is an equal opportunities employer. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires an enhanced DBS check.

Huxlow Academy Deputy Headteacher - Job Description

CORE PURPOSE OF THE ROLE

To provide professional vision and leadership for Huxlow Academy which secures its success and improvement, ensuring high quality education and high quality behaviour and attitudes. We will consider your individual strengths and experience and negotiate individual responsibilities.

The job description defines the responsibilities of the post holder as being:

- Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher
- To comply with "Health and Safety" at Work legislation
- All teaching staff must adhere to all aspects of the Teachers' Professional Standards
- A commitment to ensure the effective implementation of the school's Safeguarding and Child Protection Policy
- Job descriptions are subject to review and amendment.

MAIN RESPONSIBILITIES

General Leadership Team responsibilities include:

- Providing clear strategic vision and leadership for the academy to achieve the highest quality educational provision
- Modelling the highest professional standards to staff and students in all aspects of the role, maintaining a visible presence around the Academy and leading by example
- Ensure that all members of staff are familiar with the school's aims and objectives
- Being committed to working in a cohesive, supportive and forward-thinking leadership team who share an ambitious vision to transform education at Huxlow Academy
- Ensure effective communication/consultation as appropriate with the school's students and their parents/carers.
- Liaise effectively and proactively with partner schools and other providers of education, higher education institutions, industry and other relevant external bodies
- Contribute to the academy's liaison and marketing activities to ensure a positive view of its work to the wider community
- Lead development of links with partner schools and the community, by means of attendance where necessary at liaison events in partner schools and the effective promotion of the academy
- Deputising for the Headteacher in their absence
- Accounting for the standards in your key areas of responsibility to the Headteacher, Governors and external agencies
- Contributing to the formulation and implementation of key sections of the Academy Self Evaluation and Strategic Plan as designated by the Headteacher
- Being prepared to work flexibly, actively supporting the work of other leaders, in order to achieve organisational objectives
- Responding to unplanned situations which arise in the daily running of the academy
- Promoting good student discipline and to support staff, especially in dealing with sudden crises and emergencies
- Contributing to academy activities including assemblies; break and lunchtime supervision
- Undertaking effective line management
- Ensuring a safe and healthy environment is maintained within the academy, referring any areas of concern to the Headteacher and Site Team where required
- Attending Leadership Team meetings and other academy management meetings including governor meetings as required
- Meeting the professional duties of all teachers.

Huxlow Academy Deputy Headteacher - Person Specification

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE
Qualified teaching status	✓	
Educated to degree level or equivalent	✓	
National professional qualification for headship (NPQH) or working towards		✓
EXPERIENCE		
Successful leadership and management leadership experience in a school	✓	
Whole school understanding of leadership issues	✓	
Teaching experience	✓	
Involvement in school self-evaluation and developing planning	✓	
Demonstrable experience in successful line management and staff development	✓	
Significant experience of the monitoring and development of teaching and learning	✓	
Experience of working with school Governors		✓
KNOWLEDGE AND SKILLS		
Data analysis skills, and the ability to use data to set targets and identify weaknesses	✓	
Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	✓	
Effective communication and interpersonal skills	✓	
Ability to communicate a vision and inspire others	✓	
Ability to build effective working relationships	✓	
PERSONAL ATTRIBUTES		
Commitment to uphold the 7 principles of public life (the Nolan principles) at all times	✓	
A commitment to getting the best outcomes for all students and promoting the ethos and values of the trust and academy	✓	
Ability to work under pressure and prioritise effectively	✓	
Commitment to maintaining confidentiality at all times	✓	
Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	✓	
Work in accordance with the Trust's values and behaviours	✓	
Sound judgement and decision maker – confident in using own initiative	✓	
Eligible to live and work in the UK	✓	
Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust and to attend National conferences on teaching and learning	✓	
A commitment to continuing personal development and training	✓	
OTHER REQUIREMENTS		
An understanding and awareness of Equal Opportunities issues	✓	
An ability to promote equality of opportunity and recognise the potential for developing this in school communities	✓	

How To Apply/ Recruitment Process

TO APPLY

To apply, please forward a **completed application** form together with a **supporting statement** (no more than two sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the qualification and experience elements of the Person Specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

Please send your completed application by email to s.earby-martin@huxlow.northants.sch.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

If candidates wish to visit Huxlow Academy arrangements can be made by contacting the Huxlow Academy HR Manager Sonya Earby-Martin.

Please contact Sonya by email at s.earby-martin@huxlow.northants.sch.uk who will make the necessary arrangements.

THE CLOSING DATE
FOR APPLICATIONS
Friday 10th May 9am

INTERVIEWS
**Wednesday 15th and
Thursday 16th May**

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Sonya Earby-Martin, HR Manager on **01933 650496** (s.earby-martin@huxlow.northants.sch.uk).

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



Huxlow Academy, Finedon Road, Irthlingborough, Northampton NN9 5TY

www.huxlow.northants.sch.uk  HuxlowAcademy  Huxlow

www.tovelearning.org.uk  ToveLearningTrust  ToveLearningTrust

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