

Deputy Headteacher Contextual information

Our Ofsted report from May 2025 reported that "Leadership at all levels is a significant strength of the school". This is true of our Senior Leadership Team which currently comprises of the Headteacher, 2x Deputy Headteachers; 6.4FTE Assistant Headteachers; 1x Director of Finance & Operations; 1x Director of Human Resources and Administrative Services. Stability has been a feature of SLT over recent years, and this is my 13th year in role as Headteacher at Stratford. This continuity means that our values are embedded throughout the school. This opportunity arises because of the early retirement of a very experienced Deputy Headteacher.

The school has seen a significant increase in the number students on role over recent years. In September 2017 we had 1370 on roll (admitting 224 in Y7); by September 2021 this had risen to 1653 (admitting 272 in Y7) and by Sept 2025 we had reached 1941 students (admitting 350 in Y7). Over the next few years, this will increase to approximately 2,050 students. The school building has expanded to accommodate this, and our staffing has equally needed to both increase and adapt. We currently employ 110 teachers, 112 support staff & 32 invigilators. This substantial growth, allied to changes in government and statutory requirements, has meant that we regularly review our structures and working practices to ensure they remain fit for purpose.

It is never possible to exactly replace like for like. Consequently, appointing a new Deputy Headteacher is an opportunity to adjust some of our structures and working practices. It is likely that the new appointment will lead on the following areas:

- Lower School (Years 7-9)
- KS3 Curriculum & progress
- Learning & Teaching
- Pastoral structure
- Attendance
- Safeguarding/Child Protection

Specific responsibilities within SLT are subject to change going forwards. There is a balance to be struck between retaining areas of expertise, whilst enabling a fresh pair of eyes to look at matters afresh and providing opportunities for personal growth in the process.

A significant range of line management, curriculum and pastoral experiences will enable the successful candidate to lead across the whole school and provide an excellent grounding for prospective headship in due course. We endeavour to devolve leadership so that the successful appointment will benefit from considerable autonomy, whilst being expected to work effectively in a collaborative manner.

In a large school, successful leadership requires the development of others. As such, we believe that 'a well-led school is well-led by many.' The key to this role is enabling others to grow.

To apply, please complete the school application form. Within the Additional Information section on the form, explain how you would provide strategic leadership across the 3 domains of:

- culture and ethos,
- curriculum and teaching and
- organisational effectiveness

Neil Wallace
Headteacher February 2026