



DEPUTY HEADTEACHER
Melrose Learning Trust
St Mary's Cockerton Church of England Primary School
Start Date: January 2027
Contract Type: Full Time/ Permanent
Salary Scale: Leadership L8 (£63,688) – L12 (£70,275)

Melrose Learning Trust is seeking to appoint an exceptional, committed and forward-thinking Deputy Headteacher to join the leadership team at St. Mary's Cockerton CE Primary School.

The Deputy Head Teacher will support the Head Teacher in leading the school's strategic direction, ensuring high-quality teaching and learning, and modelling the school's Christian vision and values. The role combines senior leadership responsibilities with a regular teaching commitment, contributing directly to the educational experience of pupils.

St Mary's Cockerton Church of England Primary School has a distinctive Christian ethos which is at the centre of school life. We provide an inclusive, supportive and caring environment, shaped by Christian values in which children can learn and flourish. We welcome children of all faiths and none. We have a passion to include everyone equally and accept others for who they are and respect differences.

Through our School Vision of *'To be the hands and feet of Jesus'*, we build a community where God's love is shared through positive engagement, action and education, inspiring all to raise their eyes, open their minds and explore the world God created. We welcome families of all faiths and none and are committed to ensuring every member of our community feels valued, respected and supported.

Candidates will need to provide leadership of a high quality in the academic, pastoral and management fields and be able to show evidence of the successful implementation of change. Candidates should be highly motivated with a desire to continually develop their own teaching and the teaching of others, leadership and management skills to ensure that all children reach their full potential within a caring, stimulating and Christian environment.



Job Description / Key Responsibilities

Strategic Leadership and Management

- Support the Headteacher in the day-to-day leadership and management of the school and deputise when required.
- Promote and embed the school's Christian vision and values in all aspects of school life.
- Lead and evaluate whole-school improvement priorities through effective use of data, research and monitoring.
- Line-manage staff, offering coaching, mentoring, and performance management, fostering a culture of collaboration, reflection and professional growth.
- Contribute to strategic planning and self-evaluation processes that secure excellent outcomes for pupils.
- Contribute to the development of policies, procedures and strategic planning.
- Help create and sustain a nurturing, inclusive and ambitious environment where all children are able to thrive.
- Develop positive relationships with pupils, families, governors, staff and external agencies.

Teaching and Learning

- Maintain a teaching commitment and model outstanding classroom practice by making use of effective planning, resources, classroom organisation, visual displays and assessment of children's progress.
- Inspire pupils through engaging, creative and ambitious teaching.
- Lead by example in planning, assessment, behaviour for learning and curriculum design.
- Support colleagues through coaching, mentoring and professional development opportunities.
- Monitor and evaluate the quality of education across the school through lesson visits, high-quality monitoring processes, pupil tracking and assessment analysis.
- Lead curriculum development, ensuring coherence, progression and high standards of achievement.
- Lead curriculum area (or areas) ensuring progression, coherence and high standards.
- Foster a love of learning and ensure all children make excellent progress from their starting points.
- Teach engaging and effective lessons that motivate, inspire, and ensure pupil enjoyment, participation, and attainment.
- Designing and refining approaches to teaching that are effective and consistently well matched to learning objectives, integrating recent developments, including those relating to pedagogy.



- To ensure high standards of behaviour so effective learning can take place, and good relationships can be formed within the school community.
- To contribute to whole school planning activities.
- To give advice on the development and well-being of children.
- Apply teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.

Christian Distinctiveness and Ethos:

- Promote and uphold the Christian character of the school in line with the Church of England's vision for education.
- Contribute to collective worship, spiritual development, and the wider Christian life of the school.
- Build strong relationships with the parish church, diocese, and wider community.
- Ensure that the school's ethos is inclusive and welcoming to pupils and families of all faiths and none.

Safeguarding and Pupil Welfare:

- Act as Designated Safeguarding Lead (or DSL if required).
- Ensure safeguarding policies and practices are robust, up to date, and consistently applied.
- Promote the wellbeing, attendance, and personal development of all pupils.
- Work with external agencies to support vulnerable pupils and families.
- Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising and managing concerns as appropriate.

Community and Stakeholder Engagement:

- Build positive relationships with parents, carers, governors, and community partners.
- Communicate effectively and professionally, always representing the school's values.
- Support the organisation of school events, enrichment activities, and community outreach.

Sharing information:

- Assess, record and report on pupils' attainment and progress within assessment and reporting processes.
- Participate in meetings with other staff external professionals and parents regarding pupils.
- Assist in the induction and development of classroom support staff, cascading information and good practice.
- Pay due regard and professional boundaries, maintaining appropriate levels of confidentiality.
- Participate in and lead staff meetings.



Flexibility:

The school provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. All staff are required to comply with Trust policies and procedures.

Person Specification

Essential Qualities:

- Qualified Teacher Status and substantial primary teaching experience.
- Proven leadership experience (e.g., phase leader, assistant head, curriculum lead, subject leader).
- A strong commitment to the school's Christian ethos and values.
- Excellent classroom practice and deep understanding of effective pedagogy.
- Ability to inspire, motivate, and support staff and pupils.
- Strong organisational skills and the ability to manage multiple priorities.
- Experience of analysing data to drive school improvement.
- Knowledge of safeguarding, SEND, and inclusive practice.
- Completion of NPQSL or willingness to undertake leadership qualifications.
- Experience in leading whole-school initiatives or change management.
- Ability to contribute to collective worship creatively and confidently.

Professional Expectations:

- Uphold the Teachers' Standards and the leadership expectations of the school.
- Model professionalism, integrity, and emotional intelligence.
- Demonstrate a commitment to attend and engage with professional development and networking opportunities.
- Contribute to the wider life of the school, including clubs, events, and community activities.

What we can offer:

- Valuable support from both Melrose Learning Trust and a strong network of external stakeholders.
- Highly effective support staff.
- Outstanding behaviour from pupils who display excellent attitudes towards learning.
- A forward thinking committed and skilled team of professionals to work alongside.
- Trust commitment to CPD and training opportunities.
- A warm, collegiate, and supportive environment in which to develop your career.
- Government pension scheme.
- Health and wellbeing support.



The successful candidate will not only benefit from the support of committed teaching and support staff but also be part of a team which is enthusiastically driving the school forward and building upon its achievements and is open to applicants of all faiths or none.

Closing Date:

Applications must be received by midnight on Sunday 11th October 2026.

Shortlisting and existing setting observation to take place week commencing 12th October (or sooner).

Interview process will take place week commencing 19th October 2026.

How to Apply

Application packs and supporting materials are available to download or hard copies can be obtained from the Headteacher.

Application forms should be returned along with a covering letter to wendy.aitken@melroselearningtrust.org.uk or via post to St Mary's Cockerton CE Primary School, Newton Lane, Darlington, County Durham, DL3 9EX FAO the Head Teacher Mrs Wendy Aitken.

For further information or if you would like to arrange a visit to the school, please contact us on 01325 380758. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced Disclosure & Barring Service check.

