



Deputy Headteacher - Curriculum, Teaching and Learning

Information Pack

Transforming Lives

fullhurst.leicester.sch.uk



Introduction



Dear Applicant,

It is with great pleasure that I introduce myself as the Executive Headteacher of Fullhurst Community College. Thank you for expressing your interest in becoming a part of our school community.

Fullhurst Community College is committed to creating a supportive and inclusive learning environment for our 1500 students, aged 11-16 years. We take pride in offering the highest quality education and personalised learning pathways for every student, a commitment recognised in our recent Ofsted Inspection (September 2023): “Dedicated staff at the school have worked hard to create an inclusive culture.”

Our primary objective is to shape successful, confident, and responsible individuals, equipped with both academic qualifications and essential personal and social skills. Acknowledged by Ofsted, our broad and varied curriculum ensures that all students have opportunities to realise their aspirations. “The school has planned an ambitious curriculum to meet the needs of all pupils.”

The core values of Respect, Kindness, Determination, and Unity are integral to our success in enabling students to exceed their potential. “These values underpin the strong relationships pupils have with staff and each other. Pupils respect diversity.” (Ofsted September 2023).

Our commitment to excellence extends to equipping our staff with the necessary tools and materials for delivering high-quality education from the start of their career. Our state-of-the-art facilities at Fosse and Imperial Campuses cater to the diverse needs of our student body, contributing to our ‘good’ rating across all areas by Ofsted (September 2023).

If you are enthusiastic about contributing to our ongoing success and making a positive impact on the lives of young people, we warmly welcome your application.

We look forward to the possibility of welcoming you to our team of dedicated staff.

Yours sincerely,

Christina Bailey
Executive Headteacher

Our School Values



Kindness, Respect, Determination and Unity. These values are central to everything we do and underpin our vision for both staff and students. At the heart of our work is a commitment to inclusivity, and our belief that education has the power to transform lives. We want this to be clearly reflected in our recruitment materials.

At its core our vision for our school, students and staff is built on inclusivity. At Fullhurst Community College, we are committed to providing the highest quality of education for every student in a supportive environment. We strive to provide access to different opportunities for our students, both inside and outside of the classroom, which will have a positive impact on their life. We believe that education can transform the lives of the students that we serve.

We are proud of our emphasis on a broad and balanced curriculum that promotes independence, creativity and enjoyment and are committed to providing high quality teaching that aims to ensure individual needs are met and that students can make progress, fulfil their potential and experience success. There is a drive to celebrate success and take pride in the achievements of our students.

We want our students to leave our school as successful, confident and responsible young people equipped with the academic qualifications, as well as the personal and social skills, that will enable them to make a positive contribution to society. Our core values of Respect, Kindness, Determination and Unity are key to us achieving and enabling our students to meet and exceed their potential.

As a school we have created definitions for our school values:

RESPECT

We treat ourselves, each other, our school community and the world around us with care

KINDNESS

We treat others as we would like to be treated ourselves

DETERMINATION

We try our best in everything we do, every day

UNITY

We will work together and succeed together

Our school values are reinforced through the key messages that students see and hear whilst they are at school.

Why Fullhurst?

At Fullhurst Community College, we believe in supporting, inspiring and developing every member of our team. When you join us, you become part of a vibrant, inclusive and ambitious school community where your work truly matters.

INCLUSIVE AND SUPPORTIVE CULTURE

A welcoming and diverse environment where staff are valued and supported at every stage of their career.

COMMITMENT TO PROFESSIONAL DEVELOPMENT

Access to high-quality CPD, leadership development opportunities, and pathways for career progression.

STRONG SCHOOL VALUES

Our core values – Respect, Kindness, Determination and Unity – shape everything we do and create a positive, purposeful school culture.

MODERN TEACHING FACILITIES

Two well-equipped campuses – Fosse and Imperial – providing dynamic and inspiring learning spaces for staff and students.

STUDENT-FOCUSED VISION

A shared belief that education transforms lives, with a focus on providing meaningful opportunities both in and outside the classroom.

STAFF WELLBEING PRIORITISED

Wellbeing initiatives, supportive leadership and a healthy work-life balance embedded in our approach.

TEAM ETHOS

A collaborative and motivated staff team, working together to ensure every student thrives.

MAKING A REAL DIFFERENCE

Be part of a school with high aspirations, where your contribution helps shape the futures of the young people we serve.

Fosse Campus



Imperial Campus



What We Can Offer You?



A comprehensive induction process.



Commitment to providing a supportive and developmental culture for all staff, through an extensive CPD programme.



Dedicated time is set aside for the department to plan collectively and therefore reduce workload.



We do not conduct formal lesson observations.



We're committed to equality and diversity; this is an area of responsibility for a member of our SLT and a linked Governor.



Free access to our fully equipped on-site gym and preferable rates for college facilities hire.



Vivup counselling service offering telephone or face-to-face appointments, 365 days a year.



Eye care vouchers - help with your eye care if your work involves significant periods of time looking at a computer screen.



Annual flu jab - to protect against those winter germs.



We provide a wide range of activities and events for staff to relax and enjoy across the year.



Cycle to work scheme - designed to promote healthy travel to work and reduce carbon footprint.



Free electric car charging.

What Staff Have To Say

“I joined Fullhurst in 2014 as a Curriculum Leader in the Mathematics & ICT Faculty. I have been supported effectively throughout my time at the college which has allowed me to professionally develop quickly as an individual and enabled me to make a bigger impact on the outcomes of our students. It is clear that Fullhurst is relentlessly driven by a clear moral purpose of improving the life chances of all of our students. This is done not only through the curriculum we deliver but the huge variety of extra-curricular opportunities on offer. I am proud to be a part of the positive impact that Fullhurst Community College has on students, staff and the community.”

S Willcock Senior Deputy Headteacher



“I started working at Fullhurst Community College as the Standards and Progress Leader for Maths and ICT in September 2016. I was then promoted to be Curriculum of Maths. Having worked previously as a second in department at a different school in the city, I was ready to influence students’ lives on a wider scale and this seemed the best opportunity to do so. When I stepped into Fullhurst Community College, I knew that this was where I wanted to work. The college’s goals fall in line with my personal goal as a facilitator of learning, which is that ‘every child irrespective of their background has the right to achieve and do well to the best of their capability’. The belief that teachers have in their students is the driving force behind our success. Students know that you genuinely want them to do well, and this dedication from both parties brings about the brilliant results the college continues to achieve. Staff development is also at the forefront of the leadership team and at Fullhurst I have been given opportunities to embark on courses to improve my leadership skills. Students at Fullhurst genuinely want to do well and the college provides them with the environment to do so. It is amazing to be part of the success story of a college which improves the lives of students in their community, giving them a chance to stand tall as equals with students from all over the country.”

V Adeniyen Assistant Headteacher

What Staff Have To Say

“I began my journey at Fullhurst Community College in 2018, and I can confidently say that working here has been one of the most rewarding experiences of my career. From the moment I joined, I felt supported and valued, not just as a staff member but as part of a vibrant and welcoming community.

Training at Fullhurst gave me a strong foundation for my teaching career. The school invests heavily in professional development, offering ongoing CPD opportunities that have helped me grow both professionally and personally. There’s a real sense of encouragement here—whether it’s through mentorship, collaboration, or simply the friendly support of colleagues, you never feel alone in your journey.

The curriculum is thoughtfully planned to guide students on their educational journey, and this same care is reflected in how the school nurtures its staff. One thing that truly stands out is how much staff voice is valued. Fullhurst isn’t just a place where you work; it’s a place where you feel heard and can actively contribute to shaping the school’s future.

The sense of community extends beyond the school gates, with a warm and inclusive atmosphere that’s shared by staff, students, and families alike. It’s inspiring to work in an environment where everyone is working towards the same goal—helping young people thrive and achieve their potential.

Fullhurst Community College is more than a job; it’s a place where you can make a difference while continuously developing and being part of something bigger. I’m proud to be part of such a fantastic team and highly recommend it to anyone looking for a rewarding and supportive career in education.”

K Ali English Teacher



Recruitment Advertisement



Post title: Deputy Headteacher - Curriculum, Teaching and Learning

Salary: Leadership scale point 20-24

Contract type: Full time and permanent

Responsible to: Executive Headteacher

Closing Date: 12th October, 9.00am (interviewing 14th and 15th October)

Fullhurst Community College is incredibly excited to advertise the role of Deputy Headteacher with responsibility for Quality of Education.

This is a rare opportunity for an exceptional school leader to join our ambitious and highly committed Senior Leadership Team at a pivotal stage in our journey. We are seeking an inspiring, strategic and values-driven Deputy Headteacher who will lead and shape our curriculum and the teaching and learning offer, ensuring that every student receives the highest quality learning experience and achieves their full potential.

At Fullhurst Community College, we are proud of our diverse and inclusive community, our ethos and our unwavering belief that every young person can succeed. We serve a vibrant community in Leicester and are driven by a determination to transform lives through education. We are looking for a leader who shares this vision and who is passionate about securing excellent outcomes for all students, regardless of background or starting point.

This is a key strategic role within the school and will suit an experienced senior leader with a deep understanding of curriculum development, teaching and learning, assessment, and school improvement in these areas. The successful candidate will have a proven track record of raising standards and improving outcomes, combined with the ability to inspire, challenge and support colleagues at all levels.

As Deputy Headteacher, you will work closely with the Headteacher and Senior Leadership Team to provide strategic direction for the school. You will lead our continued drive for excellence in curriculum design, teaching, learning and assessment, ensuring that all students experience a broad, ambitious and knowledge-rich education that prepares them for future success.

We are seeking a leader who:

- Is an outstanding classroom practitioner with credibility and influence across the profession.
- Has substantial leadership experience and a demonstrable record of successful school improvement.
- Is passionate about developing staff and building leadership capacity.
- Has the resilience, determination and moral purpose to make a lasting difference to young people's lives.
- Believes firmly in inclusion, high expectations and the potential of every child.
- Has a clear and ambitious vision for exceptional educational provision.

Recruitment Advertisement



In return, we offer the opportunity to work within a forward-thinking and supportive leadership team, committed staff, exceptional students and a school community united by a shared ambition to achieve the very best.

If you are interested in this role, please contact the school to arrange either a visit or an informal discussion with the Executive Headteacher by contacting Phil Leaman, recruitment@fullhurst.leicester.sch.uk.

Discover more about Fullhurst Community College and our commitment to excellence, opportunity and transforming lives through education.

SAFEGUARDING STATEMENT

We are committed to keeping children and young people safe from harm and abuse and to promoting their welfare, and we expect that everyone who comes to work for us will share the same commitment. Fulfilling this responsibility includes making sure that our recruitment process includes a range of measures to identify those who may be unsuitable to work with children and young people. In addition, all roles within the school/college are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, and are subject to an enhanced Disclosure and Barring Service (DBS) check. These posts may also be subject to further DBS re-checks at appropriate intervals. Further information about what the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 means for applicants is provided on the Application Form. Please note that having a criminal record is not an automatic bar from working with us: whether or not your criminal record has a bearing on the post you have applied for will be carefully considered as part of the recruitment process. This may involve a discussion with yourself about the circumstances and background to your offences.

Job Description

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(Note all responsibilities listed are in addition to the role of a main scale teacher. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Deputy Headteachers)

CORE PURPOSE OF THE POST:

To share in the leadership of Fullhurst Community College, by working in partnership with the Executive Headteacher and the leadership team, in providing an excellent education for all students. To lead the delivery of high-quality curriculum, teaching and learning and to develop staff at all stages of their career.

CULTURE

- To promote the school's ethos and strategic direction.
- To deputise for the Executive Headteacher, when required.
- To uphold ambitious educational standards which prepare students from all backgrounds for their next phase of education and life.
- To ensure all staff are empowered to contribute to the on-going improvement of the school.
- To ensure that positive and respectful relationships are promoted across the school community and a safe and inclusive environment is delivered for all.
- To foster a culture of belonging, where all students experience a positive and enriching school life.

TEACHING AND LEARNING

- To codify the school's approach to teaching, learning and assessment in the Fullhurst Teaching and Learning Handbook.
- To effectively implement the consistent application of all Teaching and Learning policies and procedures.
- To lead on quality assurance, improvement plans and self-evaluation activities.
- To lead the teaching and learning team and ensure high-quality line management of other leaders.
- To deliver excellent provision across and throughout the curriculum and encourage the development of research-based approaches.
- To ensure inclusive and consistently strong teaching and learning are at the centre of the school's strategic planning.
- To implement a consistent, on-going vision for curriculum, teaching and learning that leads to raising student achievement.

Job Description

CURRICULUM AND ASSESSMENT

- To have expert knowledge of curriculum and assessment.
- To foster effective curricular leadership and develop other leaders with high levels of relevant expertise.
- To promote excellence in teaching and learning, ensuring progress is monitored, within a culture of challenge and support.
- To use valid, reliable and proportionate approaches to assess students' knowledge and understanding of the curriculum.

BEHAVIOUR

- To support a culture of high expectations of behaviour and standards for all students.
- To lead a consistent, school-wide approach to behaviour management that prioritises high standards of conduct as a non-negotiable prerequisite for student engagement.

INCLUSION

- To ensure that there are ambitious expectations for all vulnerable students in relation to curriculum, teaching and learning.
- To establish and sustain practices that enable all students to access the curriculum and learn effectively.

PROFESSIONAL DEVELOPMENT

- To lead on the school appraisal policy and process.
- To lead the induction of all new staff to the college.
- To lead the delivery of the ECF and Teach First Programmes.
- To deliver high-quality professional development, focused on improvement priorities and monitor its impact on teaching, learning and assessment.
- To encourage networking and development opportunities for all staff.

OTHER AREAS OF RESPONSIBILITY

Please note that parts of this job description are illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list.

Roles and responsibilities are reviewed annually and may change in line with the needs of the school.

The post holder will be required to undertake specific responsibilities, appropriate to the level of the role, the details of which will be agreed after appointment.

The post holder will have a shared responsibility for the safeguarding of all children and young people.

The post holder has an implicit duty to promote the welfare of all staff, children and young people and to be committed to promoting diversity and inclusion.

Person Specification



Post title: Deputy Headteacher - Curriculum, Teaching and Learning

Salary: Leadership scale point 20-24

Contract type: Full time and permanent

Responsible to: Executive Headteacher

	Essential (E) / Desirable (D)	Application form (A) / Tested at interview (I) / Reference (R)
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TRAINING AND EDUCATION

Qualified Teacher Status	E	A
Honours graduate	E	A/I
Further relevant qualifications in education or management e.g. NPQH	D	A

EXPERIENCE

Leading a successful team of staff	E	A / I / R
Implementing strategies to raise standards of student achievement	E	A / I / R
Planning and evaluation	E	A / I / R
Leading and managing education initiatives such as teaching and learning, skills development etc	E	A / I / R
Liaison with parents/carers and outside agencies	E	A / I / R
Involvement in / leadership of whole school initiatives	E	A / I / R
Involvement in delivering staff training	E	A / I / R
Experience of teaching and working successfully in at least two schools	D	A / I / R
Experience of timetabling	D	A / I / R
Experience of financial planning	D	A / I / R

Person Specification



KNOWLEDGE

A good and sound knowledge of current developments in secondary education	E	A / I / R
Ability to demonstrate an understanding of curriculum developments and planning	E	A / I / R
Ability to demonstrate an understanding of strategies for raising standards of student achievement	E	A / I / R
Ability to demonstrate an understanding of the use of individual student data to raise standards	E	A / I / R
Ability to demonstrate an understanding of monitoring and self-evaluation	E	A / I / R
Ability to demonstrate an understanding of and ability to lead staff professional development	E	A / I / R

TRAINING / PROFESSIONAL DEVELOPMENT

Evidence of keeping up to date with educational thinking and knowledge	E	A / I / R
Attendance at appropriate courses related to management within last three years	E	A / I / R
Knowledge / understanding of PiXL courses	D	A / I / R

MANAGEMENT SKILLS

Experience of whole school management	E	A / I / R
Ability to articulate and maintain a vision for education within the school	E	A / I / R
Ability to lead and motivate a team	E	A / I / R
Ability to think and plan strategically	E	A / I / R
Ability to plan monitoring activities, analyse them and act on outcomes	E	A / I / R

Person Specification



Ability to communicate effectively with colleagues, students, parents/carers and school partners	E	A / I / R
Ability to plan and deliver staff development	E	A / I / R
Ability to manage resources	E	A / I / R
Good planning and organisation skills	E	A / I / R
Ability to establish good working relationships	E	A / I / R
Ability to robustly hold staff to account for their role in raising student outcomes	E	A / I / R

PERSONAL ATTRIBUTES

Excellent classroom practitioner	E	A / I / R
A commitment to raising standards of achievement across the ability range	E	A / I / R
A commitment to comprehensive education	E	A / I / R
A propensity to emphasise what children can do as opposed to what they cannot do	E	A / I / R
Commitment and resilience	E	A / I / R
An excellent communicator with students, staff, parents/carers and the wider community	E	A / I / R

EQUAL OPPORTUNITIES

Must be able to recognise discrimination in its many forms and willing to put the college's equality and diversity policy into practice.	E	A / I / R
Commitment to equal opportunities and equal value for all students.	E	A / I / R

Person Specification



OTHER CONDITIONS

Able and willing to attend / achieve further training / qualifications where appropriate and train other staff.	E	A / I / R
Must satisfy relevant pre-employment checks. An Enhanced DBS (Disclosure and Barring Service) statement will be obtained for the successful applicant.	E	

