



STONE LODGE
SCHOOL

Applicant Information Pack



ENDEAVOUR
MAT

Deputy Headteacher
Culture and Behaviour

Welcome from the CEO



Thank you very much for your interest in the post of Deputy Headteacher at Stone Lodge School. The position will be available from September 2025. We are seeking a dynamic and dedicated Deputy Headteacher to join our leadership team and help drive forward a culture of excellence in behaviour, attitudes, and personal development. This is a unique opportunity for an ambitious leader to make a lasting impact on students' lives, working closely with the Headteacher to shape a school environment where learning flourishes and every student can thrive.

Stone Lodge School is an integral part of Endeavour MAT. The Trust comprises of three large secondary schools and a primary school. Our motto "Growing Stronger Together" guides our values and practice across the Trust. We are fully committed to fairness, diversity and inclusion. We have a 'shared purpose to work together to support the young people in all of our schools lead successful lives'. Given the range of schools in our trust – selective and non-selective, single sex and mixed, secondary and primary we collaborate strongly to achieve this aim for all our students.

These relationships are integral to our work within the Trust. Our schools benefit from hands-on support in operations, HR, IT, Governance, Data Management and Finance. We have recently had exciting developments in our use of management information and cloud-based technology. Stone Lodge moved into its new building in 2022 and boasts excellent facilities.

Within Endeavour MAT, exceptional leaders, high quality teachers and support staff help transform the life chances of students and make a real difference to their communities. Trust Deputy Headteachers have extensive opportunities to collaborate and work with their counterparts and senior leaders within and beyond the Trust.

Stone Lodge School is a very popular and thriving community school. Leaders have created an inclusive and caring environment, alongside the development of a broad and balanced curriculum, which values all subject disciplines, alongside high – quality teaching, learning and personal development.

We are looking to the new Deputy Head Teacher of Stone Lodge School to:

- Make a significant contribution to the strategic direction of the school, promoting a vision of impeccable behaviour and a disruption-free learning environment.
- Lead the quality assurance of our warm/strict behaviour system to ensure consistency and high standards across the school.
- Oversee a strong and supportive pastoral structure, ensuring students' behaviour and attitudes are exceptional and aligned with our values.
- Champion the link between behaviour and learning to enhance the quality of teaching and improve student outcomes.
- Promote a culture of respect, recognition, and mutual support that enables all students to feel safe, supported, and empowered.
- Support and develop staff at all levels through high-quality training, effective performance management, and inspirational leadership.
- Drive innovation and continuous improvement across academic and pastoral areas, using data to inform impactful decisions.
- Be a visible and proactive presence around school, fostering high morale and ensuring shared ownership of our behaviour expectations.

I look forward to hearing from you

A handwritten signature in black ink, appearing to read 'Charlie Guthrie', with a stylized, flowing script.

Charlie Guthrie
Chief Executive Officer



Welcome from the Chair

Welcome from the Chair

On behalf of the students, staff and the Local Governing Body at Stone Lodge School, I would like to thank you for your interest in the post of Deputy Headteacher at our school.

First and foremost, Stone Lodge School is an engaging and happy community, where students are getting a very good experience, and colleagues readily collaborate and support one another. We are always seeking to improve academic outcomes and enable even more students to get to the very best universities or onto the best apprenticeships, to have 'Successful Lives'.

This is an exciting opportunity to join a team of dedicated and professional colleagues and to work closely with an informed and supportive Local Governing Body in the school's continued pursuit of excellence. We are incredibly proud of our aspirational school, its students and staff, the work that we do and the many young lives we help to shape.

At Stone Lodge School, we believe that our students have one chance of receiving an excellent education, and all staff are absolutely dedicated to working with students to achieve this. We provide a strong, dynamic education in which students are valued as individuals within a culture of celebrating achievement. With your help, we know we can continue to develop excellent practices and secure the very best outcomes for our students.

We are delighted to be part of Endeavour MAT. Our staff feel part of something bigger and work collaboratively with colleagues across the Trust which directly benefits our students. This is an exciting opportunity for a dynamic, inspiring and empowering leader.

If you think you are the person we are looking for, then we would be delighted to receive your application, and I look forward to meeting you.



Sara Kemsley
Chair of the Local Governing Body





Welcome from the Headteacher

Welcome from the Headteacher

Dear Candidate,

I am delighted that you are interested in applying for a role at Stone Lodge School. Stone Lodge is a successful, inclusive secondary school at the heart of its diverse community. We are committed to nurturing the abilities of every young person to ensure that they lead successful lives.

The pursuit of excellence is at the heart of everything we do and is supported by high expectations of behaviour and an academic curriculum with quality teaching delivered by subject specialists. We pride ourselves on providing an engaging and supportive environment in which all students feel empowered to reach and embrace their full potential with confidence. The opportunities we provide allow students to showcase their talents, whether through the traditional school day or the extra-curricular activities on offer. Students are encouraged and supported to take responsibility for their learning both in and out of lessons.

We are committed to the continuous development of our staff. Wide-ranging opportunities for professional development are available for staff at all stages of their career, including ECTs, experienced classroom teachers, middle and senior leaders and support staff. We use weekly professional development sessions to provide extensive instructional coaching offer as we have a culture of constant self-improvement and growth.

At Stone Lodge, we are extremely proud of the achievements of our students that are a result of the high expectations, students' hard work and commitment and the supportive relationships that exist between staff, students and their parents/carers.

Please visit our website for further details on our vibrant and dynamic school. I look forward to receiving your application.



Dr Catherine Cusick
Headteacher





About the School

About the School

A shared purpose to work together to support the young people in all our schools to *Lead Successful Lives*

Stone Lodge school is an 11 – 18 co-educational school which aspires to be an outstanding centre of excellence through delivering the best possible education for its students, thus enabling them to maximise their achievements academically, socially and emotionally. Everyone at Stone Lodge School is encouraged to aim high. Our strapline 'Lead Successful Lives' exemplifies our commitment to enabling students of all abilities and backgrounds to succeed across a broad and balanced curriculum.

In April 2022 we moved into our brand new £32 million school building, offering our students exceptional facilities. But a great education is not about the buildings, it is the daily lived experience of our community. We ensure that every member of our staff is supported through coaching, teacher development (based very precisely on proven evidence from around the world), systems and structures that ensure excellent learning habits and behaviour. Our team of support staff underpin every function in the school, and we are very proud of the spirit, honesty and commitment that have become embedded in our culture as we all work together in this fantastic profession.

Stone Lodge School has quickly established itself as high performing non-selective school, this has been achieved through:

- High expectations for all members of the school community
- A shared vision with a genuine ambition to continue to raise standards
- A talented, cohesive and committed staff who provide encouragement and support for all students
- Excellent pastoral provision and care
- A safe and supportive environment that is conducive to high-quality teaching and learning
- Strong enrichment provision through an extensive range of extracurricular activities and trips

Our next steps include:

- Building on the school's existing strong reputation to ensure Stone Lodge School remains a school of choice in our diverse community
- Successfully navigating the uncertain Key Stage 5 curriculum landscape and retaining and recruiting strong numbers into Year 12

Key information

Status	Multi school Trust
Last Ofsted	October 2023
Ofsted Judgement	Good with outstanding Leadership and Management Ofsted report
Performance data	2024 Progress 8 – 0.15 Attainment 8 44.9 Link to performance tables
Type of school	Mixed Comprehensive
Age Range	11 - 18
% of Students with an EHCP	6.7
% of EAL Students	9.01
% of students eligible for Free School Meals	30.05
PAN for each year group (from Sept 2025)	Year 7-10 240 (8FE) Year 11 180 (6FE)
School Website	www.stonelodgeschool.co.uk



Information about the local area

Information about the local area

Stone Lodge school is situated in the Borough of Dartford, Kent. Dartford is situated adjacent to the London Borough of Bexley, to its north across the Thames estuary is Thurrock in Essex and to its east lies the Borough of Gravesham and to the south the district of Sevenoaks. The school is located closely to the Stone Crossing Station, Dartford Bridge Crossing and has excellent transport links to Dartford Town Centre and surrounding areas.



With the school being so close to the A2, the M25 and transport links into London it provides the opportunity to enjoy green spaces such as Central Park or Danson Park or travel further afield to Greenwich, Canterbury, Surrey, Sussex or attractions such as Leeds Castle.



Dartford boasts many cultural and leisure facilities, which include the Orchard Theatre, Princes Park Stadium, the Dartford Rugby Football Club, Bluewater Shopping Centre and Central Park which is used for various community events. Market Street is popular for its weekly market that has a variety of unique goods on offer to residents.





What people say about Stone Lodge School

What people say about our school



“ The school has high expectations of both pupils’ behaviour and achievement. The school’s mantra of ‘warm and ‘strict is played out in daily life.”

Ofsted 2023

“Staff go the extra mile to support the pupils’ wellbeing. As one pupil said during the inspection. ‘This school is like coming home”

Ofsted 2023



“We are happy with the school. The staff are polite and understanding”

Parent and Carers Survey, 2024



“ Made to feel that my opinion matters. I feel respected and trusted to do my job without interference”

Staff Survey 2023

“ Everyone is happy to help when I have a question. The constant attitude to improving ourselves”

Staff Survey 2023

“ I am happy and proud to say my child has improved tremendously since joining Stone Lodge School”

Parent and Carers Survey, 2024





Endeavour Benefits

ENDEAVOUR BENEFITS

The Endeavour Benefits package is available to all staff across the Trust in addition to competitive London Fringe pay.



High quality, defined benefit occupational pension scheme – employer contributions of:

23.68% Teachers Pensions Scheme

22.5% Support Staff Pension (LGPS)



Generous annual leave, 34 days , 38 at grade 7 & above and all grades after 5 years.



Big discounts on shopping, dining and entertainment at over 150 retailers via the Endeavour Benefits platform.



Free Parking at all Endeavour MAT schools and electric vehicle charging at Stone Lodge School.



Tax efficient Cycle to Work scheme via the Endeavour Benefits platform.



Free eyesight test and £49 contribution towards glasses.



Free annual flu vaccination.



24/7 free and confidential Employee Assistance Programme.

Affordable dental insurance via the Endeavour Benefits Platform.

Discounted health assessments, digital GP services, virtual physio and other services via the Endeavour Benefits platform.



Discounted gym offers via the Endeavour Benefits Platform.



How to Apply

HOW TO APPLY

More information

Please contact the Head Teacher's PA, Leonie Verbeke-Cain on 01322 250340 ext. 304 or verbeke-cain@stonelodgeschoo.co.uk for an informal discussion about this role.

Closing date

The closing date for applications is 9am on Tuesday 6th May 2025.

Shortlisting to take place on Monday 6th May 2025, shortlisted candidates will be notified by Wednesday 7th May and interviews to take place on Monday 12th and Tuesday 13th May 2025.

Application form

The application forms should be completed and submitted online via My New Term.
Please provide a supporting statement of up to 800 words, highlighting why you would be an ideal candidate for the Deputy Headteacher – Culture and Behaviour role at Stone Lodge School

Assessment process

Candidates will be shortlisted in accordance with the requirements set out in the Person Specification. Shortlisted candidates will be invited to attend an assessment process based on the key requirements set out in the Job Description.

We encourage candidates who may need adjustments to allow them to participate fully in the process to discuss these with us in advance.



Safer Recruitment

SAFER RECRUITMENT

Endeavour MAT is absolutely committed to safeguarding children and young people. To that end careful checks will be made on all applicants for posts within our trust in accordance with the Safer Recruitment guidance set out in the prevailing *Keeping Children Safe in Education* document.

This includes:

- Checking a valid passport/driving licence/birth certificate to check identity
- Checking original certificates for academic qualifications
- Contacting referees for each shortlisted applicant
- Asking shortlisted candidates to declare anything that may make them unsuitable to work with children

All appointments are made subject to a satisfactory Enhanced Disclosure and Barring Check (DBS).

Applicants who have resided abroad will be subject to further checks with authorities in those countries where they have resided.

All applicants should note that the position available involves contact with children and is exempt from the Rehabilitation of the Offenders Act 1974 and all subsequent amendments (England and Wales). The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

A previous unspent conviction will not necessarily bar someone from being appointed; the specific nature and date of the conviction will be taken into account.

Safeguarding underpins the work we do within the Trust and as such we provide appropriate induction support to all appointed staff and promote vigilance at all times.

Endeavour MAT Schools

Wilmington Grammar School for Girls

Parsons Lane
Wilmington
Kent
DA2 7BB

Head Teacher: Michelle Lawson
Telephone: 01322 226351

www.wgsg.co.uk

Wilmington Grammar School for Boys

Common Lane
Wilmington
Kent
DA2 7DA

Head Teacher: Stuart Harrington
Telephone: 01322 223090

www.wgsb.co.uk

Stone Lodge School

Stone Lodge Lane
Stone
Dartford
Kent
DA2 6FY

Head Teacher: Catherine Cusick
Telephone: 01322 250340

www.stonelodgeschool.co.uk

Wilmington Primary School

Common Lane
Wilmington
Kent
DA2 7DF

Head Teacher: Jack Curry
Telephone: 01322 274080

www.wilmingtonprimaryschool.co.uk

Find out more:

Call: 01322 250285

Email: recruitment@endeavour-mat.co.uk

Website: www.endeavour-mat.co.uk