



Deputy Headteacher

September 2025

Leadership Scale (Outer London), Points 19 - 25

£81,509 - £93,779 per annum

Application Pack



Wanstead High School

Education with Character

Redbridge Lane West, Wanstead, London E11 2JZ

- Tel: 020 8989 2791 • Email: whs@wansteadhigh.co.uk
- Website: www.wansteadhigh.co.uk



Headteacher: Miss E Hillman

April 2025

Dear Prospective Candidate

Thank you for showing an interest in our school.

I have been Headteacher since September 2022, and am loving the school, the pupils and the commitment to 'Education with Character'. This is a great place to be, with great staff, a welcoming atmosphere, opportunities for growth and development via a robust CPD programme at all levels, and strong links with local schools; including being part of the Seven Kings Teaching Alliance. Behaviour for learning is very good and pupils are polite, engaging and motivated. They really are truly amazing young people with bags of character and creativity.

The school is 100 years old this academic year and we strive, as then, to be the best local school for the community, providing unparalleled opportunities for our pupils to find their interests and develop a passion for learning, as well as growing to be lovely human beings! The school is clear about its development priorities and aspires to get better and better in all areas over the next 3-5 years. This is currently a 'good' school and we are clear about our strengths and areas for development - we are somewhat of a sleeping giant in some areas. We seek to enable all pupils to achieve the highest academic standards, with a particular focus on narrowing the disadvantaged gap and continuing to develop adaptive teaching. We encourage you to visit or call and learn more about the school and get a better understanding of what we are, what we stand for and the journey we are on.

We introduced a new Behaviour Policy last year, which is being further embedded this year, and have bold plans ahead to ensure all our young people are supported and developed during challenging times and a growing backdrop of mental health needs. We aim to grow the area of character education further to support good behaviour. We support staff with excellent CPD opportunities to make sure staff really do grow and develop - a high challenge, low threat approach supported by line management and instructional coaching. This is an exciting place to grow and develop as a teacher, staff member or leader. Like many schools, we have recently experienced industrial action and so this role needs someone with the personality, negotiating skills and inspiration to take the staff on board on a journey together; this will truly be an excellent experience for someone keen to be a Headteacher or to become an expert in supporting communities to grow.

Whilst we want to ensure change as per our School Development Plan, we are also committed to ensuring this is a truly great place for staff to work - we constantly consider well-being and offer great perks for teachers like the opportunity to leave school if staff have free periods for the rest of the day, as long as directed time is made up elsewhere. We also offer free tea and coffee in the staff room and are looking to develop a much more active staff social life in the future for those who like this sort of thing!!

We are seeking to appoint an outstanding professional with the drive, enthusiasm and passion to join the Senior Leadership Team at this crucial time in the school and to help make Wanstead High School the best it can be. And yes, the Ofsted window is open!!!

The post offers an exciting professional development opportunity for the right individual to contribute to the continuation of improvement at the school as part of the Senior Leadership Team, specifically leading the quality of education in the school (curriculum and learning and teaching).

The Quality of Education Team includes three Assistant Headteachers; one being the Head of Sixth Form. Your application should show significant impact in improving the quality of education in a secondary school setting and the capacity to lead in this area, as well as a track record in motivating and exciting staff to be the best.

Applicants should most likely want to progress to Headship and will be given permission to lead in a number of areas, whilst also being supported by an experienced Head. There will be plenty of opportunities for you to become ready for the next step in a few years time. Most of all, if you are the type of person who genuinely gets excited about curriculum and pedagogy, this is the role for you!

We welcome visits to the school and I am happy to talk over the phone to anyone about the role and/or school. We currently have a large building project taking place, which will add 14 new classrooms and associated facilities, with a dedicated dining hall and commercial kitchen and the use of a swimming pool on site at certain times of the day via Leisure Centre membership! I hope you will have the vision to look beyond the temporary facade. Please do not hesitate to get in touch and learn more about this amazing school. The summary School Development Plan is available on the website.

Yours sincerely,

A handwritten signature in cursive script that reads "Emma Hillman". The signature is fluid and includes a long, sweeping tail that extends to the right.

Emma Hillman
Headteacher

Application Requirements

Please write a statement in support of your application.

This must address the Person Specification

Statements in support of your application should be no longer than two sides of A4.

The closing date for this post is 09.00 on Wednesday 07 May 2025, although outstanding candidates may be interviewed before the closing date. Completed applications should be returned by email to recruitment@wansteadhigh.co.uk.

Interviews will take place on Thursday 15 May 2025.

If you would like to speak to the Headteacher regarding this post or if you have any questions, please contact her PA, Fiona Rutland (f.rutland@wansteadhigh.co.uk).



Further Information

Full/Part time: Full-time

Start Date: September 2025

What We Are Looking For

We are looking for a creative, passionate and dynamic professional to help inspire and support staff to deliver the best teaching and learning across our school. This post would suit an acting Assistant Headteacher or Deputy Headteacher who is looking to gain significant experience or broaden their current experience in a large secondary school. This post will definitely suit someone looking to be a Headteacher in a few years time.

What We Offer

This is a great opportunity for an enthusiastic and diligent candidate who is keen to develop their skills in a successful school that will provide great support and encouragement. We offer an outstanding opportunity for the right person to make a real impact on children's lives, and to develop their career in a very pleasant, successful and innovative school. We hope that you will decide to pursue your application and that you will consider a future with us at Wanstead. Whilst you will need to work hard, we value well-being and support all staff with flexible ways of working where possible.

Some of our key benefits are:

- Short walking distance of Wanstead (0.4 miles) and Redbridge (0.6 miles) Central Line stations;
- Close to vibrant high street with cafes, independent shops;
- Close to Wanstead Green and local parks;
- Subsidised access to the Leisure Centre and upcoming Swimming Pool;
- Free parking in the Leisure Centre for staff;

At Wanstead High School, we are committed to staff wellbeing and provide the following benefits:

- Contribution to Eye Care and Cycling Scheme
- Free access to Counselling Services through the EAP
- Free breaktime tea and coffee
- Free staff breakfasts at least once a term
- Catered INSET Days
- Subsidised school lunches
- Support of flexible working, where possible;
- Recruitment and Retention where appropriate

As part of Seven Kings Teaching School Alliance, Wanstead is able to provide a wide variety of CPD opportunities for staff at all stages of their career, both within Wanstead and the Teaching School Alliance. The post offers an excellent opportunity for the right person to develop their career within an exciting and supportive department and school.

Headteacher's Welcome From [Website](#)

I am an experienced and successful Headteacher having been Head of Heathcote School for 5 years prior to joining Wanstead High in September 2022. I have worked for 27 years in, and with, London schools and love the diversity and ambition of young people in our capital city. I have a 16-year-old daughter, and she drives my passion and ambition for children, ensuring that all pupils have an opportunity to be the best they can be; finding their interests and talents and ensuring they are nurtured.

Wanstead High has so many strengths, not least the inclusive and warm ethos, that I have experienced from day one, as well as the strong academic foundations and exam results. In a pre-Ofsted review in September 2023, a Lead Inspector stated that staff at Wanstead High *'hold children's lives in their hands and hearts'*.

At GCSE in 2024, 31% of entries were assessed at grades 9-7, compared to a national figure of 21.7%, whilst 81% of entries were graded at 9-4 compared to 67.4% nationally. Maths and English results were strong with 65% of pupils achieving a grade 5 or above in Maths and English and 83% a 4 in both subjects. Provisional progress score for GCSE is 0.27.

At A level, there is still some work to do to ensure the best and most consistent outcomes in all areas but there were some excellent subject results.

There was so much positive feedback from our pupil survey in July 2024, for example, one pupil said that what they love most about the school is that *'All the teachers care about how you feel and how you are progressing in class.'* Others loved the *'lunch, staff, food, opportunities'* and *'the learning in which teachers make the learning most effective and find fun ways to learn to encourage children.'*

Parents also rate highly the discipline, diversity, friendship, good education, care from staff and inclusive approach and nearly 90% agree or strongly agree that their child is happy in school. In addition, 90% of staff agree or strongly agree that they really enjoy working at the school.

Some other feedback from pupils that helps to get a better understanding of what the school is about:

- ★ *'The ability to feel accepted.'*
- ★ *'The school achieves good results and there are kind, caring and patient pupils in the community - you give the school a good reputation.'*
- ★ *'I am proud of being a part of the Wanstead High Community because I am able to learn with the best teachers and I have many learning opportunities to help build a great future.'*
- ★ *'Dance and music opportunities.'*
- ★ *'Definitely the togetherness we have at this school, and it's a really inviting atmosphere.'*
- ★ *'The way how the school runs and makes me feel as if I belong here.'*
- ★ *'Everyone is very nice and supportive especially teachers.'*
- ★ *'Safety and kindness.'*
- ★ *'How close we all are and how much we all support each other.'*
- ★ *'Being part of a lovely including space where you feel that you can openly talk about your thoughts and feelings, and you feel supported by all members of staff.'*

We know we are not yet perfect, but we will never rest on our laurels. Leaders at all levels in the school are reflective and honest and able to forensically analyse what needs to happen to continually grow and improve. We also encourage feedback to ensure we listen to the voices of our stakeholders. The staff are passionate and dedicated subject specialists, committed to providing *'education with character'* for all and capable of ensuring the best quality learning and teaching and results for pupils. It is vital that all pupils have the same opportunities and chances to reach their potential, and we address areas where this is not the case.

We strive to ensure the curriculum is rigorous, but also romantic, and engages pupils at all levels, as well as being diverse and forward-thinking. I am passionate about developing the full person, ensuring enrichment opportunities for pupils of all ages, and enabling excellent mental health and well-being, supporting pupils and staff still, in some cases, affected by after-effects of Covid and for the community to continue to grow and flourish.

School Information

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. Our Progress 8 score has been positive and above average for the past 3 years, and in 2024 is +0.3. We have significantly narrowed the disadvantaged gap over the last year and are now looking to sustain this moving forward.

A large number of our pupils stay on to the Sixth Form and the majority of these gain entrance to universities and other centres of Higher Education, and we also recruit a substantial number of post-16 pupils from the surrounding area.

Our latest OFSTED report confirmed that we are “Good” in all areas.

The school is maintained by the London Borough of Redbridge and is situated in a residential area near Epping Forest, served by the London Transport Underground Central Line and the M11 motorway. It is, therefore, both within easy reach of central London and out-lying areas such as Essex and Hertfordshire.

There are currently approximately 1438 plus pupils on roll including 250 pupils in the Sixth Form. Currently there are 150 teaching and support staff. Eight forms of entry (240 pupils) are admitted at Year 7. The school encompasses a rich social and cultural diversity and 35% of pupils speak English as an additional language. There are over 35 languages spoken by the pupils. The school is heavily oversubscribed.

All pupils wear uniform except in the Sixth Form where pupils are required to wear tailored clothing. After much liaison with 40 linked primary schools (7 main feeders), pupils join one of eight mixed ability tutor groups and the school seeks to maintain the composition of this and the association with the same tutor throughout the pupil's career. The year based pastoral system is central to the discipline and wellbeing of the pupils. Tutors are led and supported by an experienced team of pastoral heads.

The school has some very good facilities, including a good Sixth Form Centre with state of the art study facilities; ten well equipped Science laboratories and a purpose built theatre, a dance studio and music suite. Considerable refurbishment has taken place over recent years, with work still on-going. The school is well-resourced with IT equipment. There is currently a new build project which you will see if you visit - this will be a new Humanities Block and swimming pool and is therefore a joint enterprise between Leisure and Education. This does impact the day to day running of the school and we are very much looking forward to its completion.

The school's sports facilities are used as a local Leisure Centre, which serves the community in the evening, but which is part of the school during the day. It comprises 4 squash courts, a sports hall, a gymnasium, a multi-purpose sports hall, a fitness training room and a floodlit play area.

School Vision and Aims

Who Are We?

Wanstead High School is a modern, forward-looking school with traditional values maintained over the last hundred years. We seek to provide the best, most inclusive, local education for all our pupils and a thriving and collaborative environment for staff, ensuring no one is left behind. We seek to develop a passion for learning which promotes academic and career success, happiness, personal growth and confidence whilst ensuring everyone is safe and everyone is able to benefit from the right help when they need it.

We all achieve in our learning community by being:

- **Ready**
- **Respectful**
- **Responsible**

What Is Our Vision?

A school that creates.....

- A love and passion for creative and collaborative learning - inside and outside of the classroom - which is encouraged to drive progress and ambition within our school: staff, Governors and pupils alike.
- A curriculum on offer that is engaging, relevant, broad and balanced and is implemented equally for every pupil in every classroom.
- The development of character is fostered in all areas of school life and pupils develop to be kind and respectful of others views and opinions and nobody tolerates bullying or discriminatory behaviour. Pupils also strive to achieve specific character virtues that they have chosen, including integrity and teamwork.
- All pupils are challenged consistently to excel in everything they do, from academic study, sport, artistic skill, through to their personal and group behaviour and attendance.
- Pupil, parent and staff voice and strong relationships help to shape our values and development.

Our Learning Community

- A Wanstead High pupil will develop to be a happy, kind, safe and well-rounded character, able to self-regulate, who has been encouraged, supported and challenged in school to maximise opportunities in all areas. They will be able to make confident, positive and informed choices about their life and role in British society beyond Wanstead High School.
- A Wanstead High parent/carer will support the school at all times and be secure in the knowledge that their child will be treated as an individual, exposed to knowledge, skills and character development in an innovative and forward-thinking way and will be supported on the journey from childhood to a confident, successful and happy adult life.
- A Wanstead High School staff member will be given the opportunities, space and support to become reflective, passionate, energetic and positive about their role, always looking to collaborate, grow and develop and expand their experiences both inside and beyond our learning community.
- A Wanstead High School Governor will be enthusiastic, well-informed and motivated to challenge and support our learning community to deliver our vision and values in a productive, successful and collaborative way.

School Ethos

We expect our staff to:

- Play a full part in the life of the school community, supporting its distinctive vision and ethos and leading staff and pupils in doing the same
- Actively support the school's corporate policies and aspirations
- Adhere to the staff professional code of conduct as developed collectively by staff
- Comply with the school's Health and Safety Policy and undertaking risk assessments as appropriate
- Check emails on a daily basis to keep up to date with issues communicated within the school.

All staff are expected to behave in accordance with the school values and a culture of high challenge and low threat.

School Site and Accessibility

Wanstead High School is committed to providing an inclusive and accessible environment for all members of our community. We recognise the importance of diversity and strive to create an atmosphere that accommodates individuals of varying abilities.

While we are actively working towards improving accessibility, it is important to note that currently, certain areas of the school are not wheelchair accessible. We estimate that approximately 70% of the school premises may pose challenges for individuals using wheelchairs.

We encourage candidates to inform us of any specific accommodation needs during the application process. We are committed to working collaboratively to provide reasonable accommodation that facilitate equal participation in the recruitment and employment process.

Wanstead High School is an equal opportunity employer and encourages applications from individuals of all backgrounds, including those with disabilities.

Safeguarding

Wanstead High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. This post will be subject to an enhanced DBS check and Overseas Police checks, if applicable. Online searches will also be carried out for shortlisted candidates.

Successful candidates will undergo full Safer Recruitment checks including, if applicable, Children's Barred List check, Right to Work check, Qualifications check, Section 128 check, Prohibition from Teaching check and Professional References.

Shortlisted candidates are aware that their applications and data submitted will be kept on file for a period of 6 months and will not be disclosed to any third parties without their consent.

JOB DESCRIPTION - DEPUTY HEADTEACHER

Job Title	Deputy Headteacher	Salary Range	Leadership Scale (Outer London) Points 19 - 25 £81,509 - £93,779 per annum
School	Wanstead High School		
Reports to	Headteacher/Deputy Headteacher		
Responsible for	Quality of Education		
Characteristics of Leaders at Wanstead			
<p>Our work is led by our values and beliefs that tie in with the school vision. We are solution-focused, own our own workload and do not wait to act. We are inspired by our purpose to improve the life-chances of our most vulnerable pupils, create genuine education with character and to develop new expertise in our teachers and ensure all teachers improve.</p> <p>We build relationships into our work, give to others readily and use other strengths alongside our own, to have greater impact in our work. We are inspirers and facilitators of our teams; able to influence and advocate. We see the big picture and strive for collaboration across the school.</p> <p>We are independent thinkers, willing to speak out to challenge others and any views or actions that are inconsistent with our shared aims and values. We are able to take decisions despite ambiguity and are resilient and persistent in the face of challenge.</p> <p>We expect the best from people and do not prejudge; we value quality work, tangible results and feedback to inform continuous improvement.</p> <p>We are able to recognise the limitations of ourselves and our work and strive for improvements. We are flexible in our thinking, willing to be proved wrong and able to plan for strategic changes, prioritised over short term shallow goals</p> <p>We are able to be challenged and to learn from experiences and interactions. We are aware of and respectful of others' experiences, insight and knowledge and constantly look to recognise unconscious bias.</p>			
Job Purpose			
<p>The core purpose of the post is to assist the Headteacher in leading the school to achieve its strategic plans and implement the school vision and School Development Plan (SDP). All members of the Leadership Team should be:</p> <ul style="list-style-type: none">• learning-centred ensuring all stakeholders reach their potential• work in a high challenge, low threat way• be focused on sustainable leadership• reflect the highest possible professional standards including the health and safety of all stakeholders whilst in the school's care• Act as a role model for the school <p>All teachers at Wanstead High School are expected to uphold the school vision and ethos on a daily basis through their professional conduct.</p> <p>All teachers' job descriptions define the responsibilities of the postholder as being:</p>			

- Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD)
- To comply with Health and Safety at Work Legislation
- Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you
- Ensure adherence to the Teacher and or relevant Leadership Standards
- Participate in any arrangements within an agreed national framework for the appraisal of your performance and that of other teachers
- Review from time to time your methods of teaching and participate in arrangements for further training and professional development as a teacher
- Promote Equal Opportunities throughout the school
- Support, promote and contribute to the development of the vision, goals and aims of the school
- All SLT members will be expected to comply with any reasonable requests from the Headteacher or Governors to undertake work that is not specified within this job description.

This job description is not a comprehensive definition of the post. It will be reviewed on a regular basis and it may be subject to modification or amendment at any time.

Specific Responsibilities

- Quality of Education

Strategic Leadership

- Provide clear strategic direction for the school that achieves the highest quality educational provision and ensure school development priorities are met
- Deliver at least good provision for this area of the Ofsted framework
- Contribute to the School Development Plan and self-evaluation framework and ensure this substantially contributes to raising standards
- Keep under review the work and organisation of your team and the departments/areas they lead and monitor and evaluate the effectiveness of it, challenging leadership at all levels
- Promote the well-being of all staff and ensure workload is manageable enabling staff to grow and flourish
- Engage parents and the community to support and work with the school to drive improvement
- Be responsible for the ethos and culture of the Quality of Education Team including line management of members of the Senior Leadership Team and Lead Practitioner
- With the other DHT, deputise for the HT in her absence

Leading Teaching and Learning

- Be the lead professional responsible for raising the quality of teaching and learning and pupils' achievement, setting high expectations for pupils and staff
- Be coach and mentor for others with the ability to model and exemplify good practice
- Provide regular, diagnostic feedback for colleagues in a way that recognises good practice and challenges where necessary in a way that results in a tangible impact on pupils' learning
- Lead on the development of policies and practices across the school that promotes inclusion and high achievement through effective and adaptive teaching, learning and assessment
- Secure and sustain effective teaching and learning throughout the school through the implementation of a structured monitoring, evaluation and review processes, as well as ensuring the LEARN Drop ins and spotlights processes support staff to develop
- Lead on partnerships with other schools and networks ensuring reciprocal support and learning opportunities are developed and implemented as a result of these

Curriculum

- Ensure teaching is underpinned by subject expertise
- Ensure the teaching of a broad, structured and coherent curriculum
- Lead on the implementation of the school's approach to curriculum planning and sequencing so that the intent is clear and gaps in pupils' knowledge and skills are addressed and excellent progress over time
- Lead on curriculum planning, modelling and the development of an appropriately rigorous curriculum to ensure excellent pupil achievement, linked to accountability measures
- Ensure the curriculum resources on Google Classroom (or any future equivalent) are high-quality and support learning

- Ensure any future opportunities (or need) for remote learning are developed and ready to go in the event of any unforeseen circumstances
- Work with the AHT in implementing and evaluating the strategy of formative and summative assessment to ensure that timely, efficient data enables staff to reshape the curriculum and leads to pupils gaining confidence in their knowledge and skills
- Ensure display in classrooms and corridors supports and showcases learning as appropriate
- Have an expert knowledge of national curriculum trends, issues and changes
- Ensure trips and extracurricular opportunities support the curriculum including checking and signing-off visits as per the EV Policy

Developing Self and Working with Others

- Work with the Headteacher and the Senior Leadership Team to build a professional learning community that empowers others to achieve
- Be the lead professional responsible for raising the standard of teaching from all teaching staff
- Lead your team to support BTs and ECTs
- With the Headteacher, be responsible for ensuring appraisal arrangements and line management are effective in growing and developing staff and providing support where necessary
- With your team, devise and implement highly effective CPD programmes focused on enhancing learning
- Build a collaborative learning culture within the School and actively engage with other schools to build effective learning communities
- Committed to your own professional development, regularly review own practice and set personal targets
- Identify and pursue leadership and management development opportunities (to be agreed and negotiated with the Headteacher who will give support throughout)

Resource Management:

- Lead the cover team to ensure the best quality teaching and learning is in place when staff are absent
- Work with the Headteacher and the SLT to ensure the School and the staff and resources are organised and managed to provide an efficient, effective and safe learning environment
- Utilise funds and resources to maximum efficiency in the meeting of the aims of the school
Contribute to the school's strategic development and financial planning
- Be a signatory on the school accounts and ensure that related monitoring duties are carried out effectively
- Support the Headteacher and HR team with ensuring high-quality recruitment
- Work with the Headteacher and the SLT to develop strategies to further improve staff attendance
- Lead on HR processes as appropriate
- Ensure areas of the website and social media support are high-quality and provide appropriate information and positive messaging

Securing Accountability

- Work with the Headteacher to ensure the school's accountability to a wide range of groups such as parents and carers, governors, the LA and the DfE
- Work with the Governing Body to ensure that it meets its' responsibilities and offers the appropriate degree of challenge to the School's leadership and performance

Other Responsibilities

- Attend Governor Committee meetings and Full Governing Body meetings as required and to provide reports to the Governing Body
- Take financial responsibility for designated areas of management
- Develop school systems as designated and to use ICT to apply and organise procedures consistently, with deadlines established and achieved
- Ensure that staff work within the schools policies, and lead on HR issues where directed by the Headteacher
- Perform supervisory duties around school
- Check emails on a daily basis to keep up to date with issues communicated within the school.

Safeguarding

- Ensuring that safeguarding and child protection are paramount in the roles and awareness of each member of staff
- To ensure the safety and wellbeing of pupils in line with:
 - KCSIE
 - The school's Child Protection and Safeguarding Policy.

Specific Roles

This will be determined in more detail once the appointment has been made taking into account the particular skills, qualities, interests and abilities of the person appointed. Roles may change at a later point depending on the needs of the school.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties as required by the service.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Name of post holder:

Date:

Signature:

PERSON SPECIFICATION - DEPUTY HEADTEACHER

Essential	Desirable	How assessed
Qualifications		
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree in the relevant subject or subjects, preferably at 2.1 or above • Evidence of recent professional development 	<ul style="list-style-type: none"> • Further professional qualifications 	A
Experience		
<ul style="list-style-type: none"> • At least 5 years successful experience as a senior leader in a secondary school having impact on teaching and learning • Evidence of continuing professional development in leadership • Proven record of leading effective professional development with a focus on pedagogy • Proven record of good/outstanding teacher • Experience of leading successful improvements in Learning and Teaching and managing change at a department or group level • Experience of developing Learning and Teaching for groups of individuals such as ECTs • Experience of taking part in or leading department evaluation and feedback • Extensive experience of leading monitoring, evaluation and review processes • Evidence of systemic change at a whole school/department level and the impact of this • An understanding and experience of the new Ofsted framework 	<ul style="list-style-type: none"> • Experience of managing a budget • Experience of working in more than 1 secondary school • Experience in setting up or taking part in a coaching model or approach 	A
Skills, Knowledge and Understanding		
<ul style="list-style-type: none"> • An unwavering passion and excitement for pedagogy and curriculum • A sound understanding of quality first teaching, responsive teaching, planning and assessment for learning and a relentless focus on improving this • An total belief that disadvantage need not be a barrier to achievement • A sound understanding of the processes of school development and a track record in this area • An understanding of what makes a romantic but rigorous curriculum • Successful track record in being robust in using data to raise achievement • The capacity to establish a culture of high challenge and low threat within your areas of responsibility 		A, I

<ul style="list-style-type: none"> Proven record as a leader and/or teacher whose pupils reach high standards 		
Leadership and Management		
<ul style="list-style-type: none"> A 'visible' leader, with a whole school presence A proven record of the ability to motivate and inspire both staff and pupils A proven record of the ability to delegate and consult effectively A proven record of exceptional organisational and management skills A proven record of successful team management A decision maker who takes permission to lead An ability to plan for strategic change 		A, I
Personal Qualities and Skills		
<ul style="list-style-type: none"> Evidence of high-level interpersonal and communication skills with the ability to communicate effectively with a variety of audience The ability to build productive professional relationships with pupils, staff, parents and governors An ability and evidence of a willingness to empathise and listen, and to be self-critical and reflective Enthusiasm, hard-work, integrity, creativity, flexibility and resilience. An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education A solution focused approach to dealing with issues A commitment to education with character An expectation of the best from people and a lack of pre-judgement A recognition of limitations of our work but a constant drive for improvement An ability to be challenged and to learn from experiences and interactions Reliability, honesty and trustworthiness, demonstrating the highest professional standards 		A, I
Safeguarding		
<ul style="list-style-type: none"> Motivation to work with children and young people. The ability to form and maintain appropriate relationships and personal boundaries with children and young people Emotional resilience in working with challenging behaviours. 		A, I