



Assistant Headteacher

February 2026

About Us



Villiers High School, or Southall County School as it was known in its inaugural year, has stood the test of time. The school opened to its 54 pupils September 14th, 1907 under its first Headteacher, Mr Sam Pollitt, in the then relatively new suburb of Southall. Over one hundred years later, under the Headship of Mr Christopher Richards, it continues to enjoy a reputation for success but is now fully inclusive and serves a vastly different population of just under 1500 pupils.

Our 150 teaching and support staff do an excellent job of educating our pupils each year and, although we are larger than the England average, we are smaller than many local High schools. This makes us the right size to offer a full range of subjects taught by specialist teachers whilst retaining a small family-style supportive environment in which we get to know every child.

We are situated in the heart of Southall, just a short walk from the Elizabeth line and a stop on the Super Loop which connects us with the best that London can offer. We like to think of ourselves as the beating heart of the community as we work closely with community partners and support and celebrate our locality. We teach our pupils to be active citizens and to aspire to great things for themselves and their community; you will often see students involved in projects to improve the local area such as planting projects and litter-picking as well as working with local councillors to help shape the future of the area.

We invest heavily in extra-curricular opportunities such as clubs and activities to help our pupils discover their passions as well as organising an impressive number of trips and visits with the aim of enriching and inspiring them. We feel it is important for the pupils to go beyond their comfort zones learning about the best the world can offer so they can make it an even better place than they found it.

The majority of the school is housed in a beautiful Grade 2 listed building and, whilst honouring our past, we have undertaken a comprehensive refurbishment plan to upgrade all classrooms and IT facilities. Our newly refurbished school theatre allows us to perform at a very high standard, and we regularly welcome lettings of this impressive venue. We look forward to the start of our Eco building very soon; this state-of-the-art ecological build will consist of three storeys with brand new Science and Computer Science laboratories, exhibition and conference space, an ecological garden and in spite of this, will be carbon neutral.

Sustainability is very important to us at the school, and we encourage all staff and students to find an environmentally friendly way of getting to and from school, reduce our reliance on single-use plastics, waste less and recycle more. We expect to see our school values of Honesty, Equity, Aspiration, Respect and Tenacity in action in our pupils' and staff's daily lives therefore our policies, procedures and approaches in the classroom are honed to develop these on a daily basis..



Benefits

- Highly competitive salary
- Subsidised School meals
- Subsidised coffee shop on site
- Local authority pension scheme with up to 13% employer contributions
- Additional 3 wellbeing days (1 day per term for all staff)
- Access to Ealing Borough Services employee discounts including cycle to work, Ealing Credit Union and reimbursement on eye tests for screen users

Our Vision:

A world-class inclusive school at the beating heart of its community.

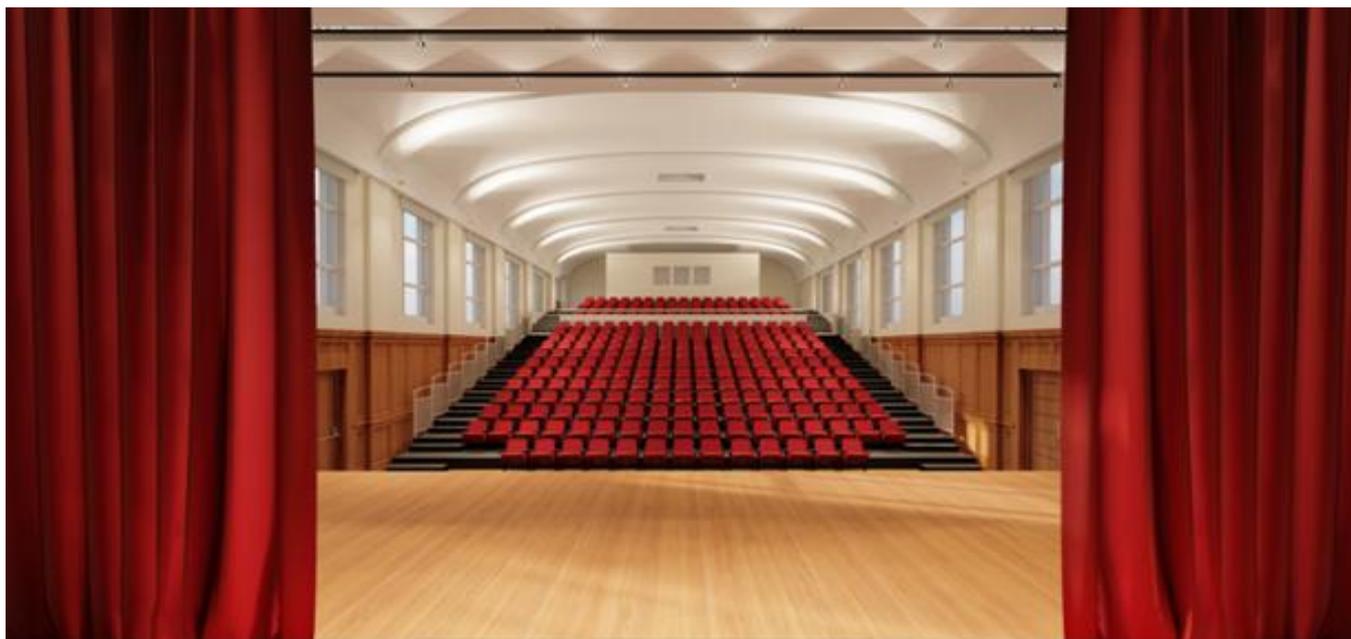
Our Values:

Honesty, Equity, Aspiration, Respect, Tenacity



Assistant Headteacher

Full Time, Permanent



Overview of Role

Villiers High School is looking to appoint a professional, self-motivated, and organised person to join the school.

The Assistant Headteacher (AHT) is a pivotal senior leadership role designed for an aspiring professional with the potential to become a Deputy Headteacher. You will be involved in strategic planning, the formulation of policy, and the delivery of the school strategy to ensure pupils from all backgrounds are prepared for their next phase of education and life.

This role requires a leader who can drive the school towards its vision with tenacity while maintaining high standards of ethics, professional conduct, and a deep commitment to the school's core values: Honesty, Equity, Aspiration, Respect, and Tenacity.

Grade: Leadership Spine

We particularly welcome applications from those under-represented in Leadership nationwide, namely the global majority, people with disabilities, candidates over 50 and females as well as candidates who identify as LGBTQ+.

We would welcome speculative visits prior to the application deadline to be arranged at a mutually convenient time by contacting hr@villiers.ealing.sch.uk

Job Description

Main Strategic Responsibilities

1. Leadership and School Culture

- Uphold public trust in school leadership and model the behaviour of a good citizen.
- Create a culture where pupils experience a positive, enriching school life and a safe, inclusive environment.
- Promote positive and respectful relationships across the school community, working in partnership with parents, carers, and external agencies.
- Serve in the best interests of the school's pupils at all times.

2. Equity, Diversity, and Inclusion (EDI)

- Drive a culture of excellence in EDI as well as acting as a role model to build upon the school's recent Challenge Partners accreditation.
- Ensure the school holds aspirational expectations for all pupils, including those with additional and special educational needs and disabilities (SEND).
- Implement consistent, fair, and respectful approaches to managing behaviour and access to the curriculum.

3. Teaching, Curriculum, and Assessment

- To be the line manager for named curriculum areas and to work closely with these areas on raising standards.
- Drive pupil progress through effective curriculum organisation and high-quality teaching.
- Make effective and logical use of data systems to monitor student outcomes and identify groups requiring additional support.
- Fulfil professional teaching duties as required.

4. Staff Development and Accountability

- Line manage and support designated teams with honesty and respect (e.g., Heads of Department, Year Teams, or ECT mentors).
- Ensure staff understand their professional responsibilities and are held to account through effective performance management.
- Identify and lead professional learning opportunities to improve educational outcomes.

5. General responsibilities

- Lead on whole-school initiatives, such as the collective worship strategy, option processes or transition evenings, to ensure successful student progression.
- Undertake a range of routine duties such as assembly, break and lunchtime duties.
- Maintain a high profile and visible presence around school.
- Support a broad range of out of hours activities and events.
- Carry out any other reasonable duties deemed necessary to the smooth running of the school.

Person Specification

The successful candidate will be chosen based on their proven impact and their **potential** to excel as a senior leader

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> * Qualified Teacher Status (QTS) * A good Bachelor's degree 	<ul style="list-style-type: none"> * NPQSL, NPQLBC, or equivalent * Master's degree or postgraduate study * Level 3 safeguarding trained
Experience	<ul style="list-style-type: none"> * Successful leadership of a subject, year team, or whole-school initiative * Evidence of sustained impact in a leadership or line management role * Experience as an excellent classroom practitioner 	<ul style="list-style-type: none"> * Experience in more than one school context * Experience working with Governors or local community stakeholders
EDI & Values	<ul style="list-style-type: none"> * A strong commitment to Equity, Diversity and Inclusion (Belonging) * A commitment to the school values: Honesty, Equity, Aspiration, Respect, and Tenacity 	<ul style="list-style-type: none"> * Demonstrable impact from leading EDI initiatives within current setting
Skills & Knowledge	<ul style="list-style-type: none"> * Ability to analyse complex data to evaluate performance and produce reports * Outstanding organisational and administrative skills * Ability to inspire and lead others through effective communication * Recent continuous professional learning related to the candidate's area of responsibility 	<ul style="list-style-type: none"> * Membership of a professional association relevant to their area of responsibility
Personal Qualities	<ul style="list-style-type: none"> * Willingness to play a significant role in the wider life of the school * Empathetic and kind with a good sense of humour * Ability to work under pressure and prioritise effectively 	<ul style="list-style-type: none"> * Aspiration to advance to Deputy Headship

Recruitment Schedule and Other Information

ACTIVITY	DATE
Salary	Grade L14 to L18
Closing Date for Application	9 th March 2026, 9am
Interview	11 th March 2026
Offer	Asap
Start date	September 2026

How to Apply

Bring your true self, expertise, and passion to Villiers where we are continuing to strive to build a school where authentic inclusion and belonging is at its heart. Every one of our staff and students' identities, backgrounds and diverse experiences makes us who we are – so embrace yours by applying today. We acknowledge our need to address the current underrepresentation of staff from LGBTQ+ communities those with disabilities and minority backgrounds.

To apply, please complete the “Teaching Staff application form”, addressing the details included in the job description and person specification.

We will also need supporting statements detailing why you are a good fit for Villiers High School and this role. Please keep your personal statement to a maximum of one side of A4 focusing the person specification and, where relevant, give examples of successful experience and what you could bring to the role.

Queries & Support

Thank you for your interest in Villiers High School and if you have any queries, or require support in submitting your application, or need any adjustments due to a disability or neurodiverse condition please contact a member of HR Team on HR@villiers.ealing.sch.uk or +44 (0)20 8813 8001.