

Headteacher Recruitment Information

2026



Thank you for taking the time to find out more about James Wolfe Primary School with Centre for Deaf Children and showing an interest in the position of Co-Headteacher. This exciting role involves shared leadership with the current Co-Headteacher, requiring collaborative decision-making, clear communication, and joint accountability for school outcomes. We are incredibly proud of our school community and know that this co-headteacher role offers something special – the chance to lead collaboratively.



Information about the school

James Wolfe Primary School with Centre for the Deaf is a vibrant 3/4 entry primary school serving pupils aged 3-11 across two campuses in the heart of Greenwich – Royal Hill and Randall Place.

**RANDALL
PLACE SE10**

ROYAL BOROUGH OF GREENWICH

Nursery, Reception, Years 1-3

**ROYAL
HILL SE10**

ROYAL BOROUGH OF GREENWICH

Years 4-6

We are proud to offer:

- **Mainstream provision** for our primary pupils
- **A specialist provision for deaf children**
- **A resource base for children with autism**
- **A successful nursery** for children aged 3

Family of schools



We are active members of the Greenwich Community School Partnership. This is a group of maintained schools from all phases (nursery, primary, secondary, special) from across Greenwich. This group works to develop practice and share resources so promoting an inclusive approach to education.

Local Authority



We work closely with our Local Authority, Royal Borough of Greenwich. This partnership supports our external review through the Improvement Partner programme and we support the authority by helping it shape its services to schools.





Silver Equaliteach Award

We are proud that we have recently been awarded the Silver Equaliteach Award. This milestone represents the culmination of a dedicated journey that began back in 2022, and while we are incredibly proud of how far we have come, we remain deeply committed to continuing this vital work to ensure that equality and diversity practice flows naturally through every aspect of school life. By providing rigorous evidence across key strands; Teaching and Learning, Behaviour and Welfare, Leadership and Management and the Personal Development of our pupils, we have built a strong foundation that truly celebrates our diverse community.

Our Values: PROUD

These values guide our decisions, our teaching, and our interactions with our whole school community.



Our children are confident learners, they work hard to succeed with every challenge.



Our children show respect for themselves and other people in our community, our country and our world.



Our children love learning and are keen to learn in our school, at home and in the future.



Our children use their communication and thinking skills to connect with new ideas. They value different perspectives and strive to make sense of the world around them.



Our children are confident to share their views, listen to other people's ideas and opinions and make decisions that help everyone achieve.





James Wolfe Language Charter

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

— *Maya Angelou*

1. We are **respectful** to everyone and about everyone.
2. We show **understanding** by not justifying hurtful speech with excuses like “it was only banter.”
3. We aim to show **respect** by learning to get to know people for who they are, not how we assume they might be.
4. **Democracy** is shown by listening to all points of view and discuss them **respectfully**.
5. We make the most of every friendship **opportunity** by not speaking about people using stereotypes.
6. We show **perseverance** by always reporting abusive, hurtful , homophobic or racist language.
7. We demonstrate the **opportunity** to make a better world through our words and actions.
8. We **persevere** with helping each other to use suitable language with kindness and optimism to always show **respectful** behaviours.
9. We show **understanding**, **respect** and **perseverance** by taking the **opportunity** to choose to learn about our mistakes, from our mistakes and apologise for them.
10. We **understand** that recognising the consequences of our actions starts to repair conflict and hurt.





Our Inclusive Curriculum

We are extremely proud of our rich and diverse curriculum. All children receive **weekly British Sign Language lessons**, and staff have the opportunity to learn BSL too – a unique feature that reflects our commitment to inclusion and our specialist provision for deaf children.





We offer:

- **Forest School** experiences
- **Violin lessons** for all Year 4 children
- **1:1 device programme** from Year 3
- A wide range of extra curricular clubs
- Daily fantastic teaching from our amazing, hardworking teachers who ensure all children reach their full potential



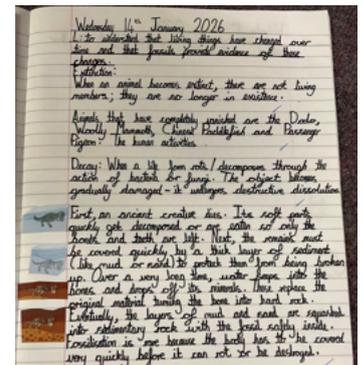
We are set in the amazing location of Maritime Greenwich and our curriculum reflects this. We include many trips to our local area making full use of the World Heritage that many schools travel miles to access.

Our Results

We are proud of our strong academic outcomes:

Key Stage 2 (2025):

- 80% of children achieved expected standard in Reading, Writing and Maths combined
- 13% reached greater depth in RWM combined
- 84% achieved expected standard in Reading, with 35% reaching greater depth
- 84% achieved expected standard in Writing, with 23% reaching greater depth
- 88% achieved expected standard in Maths, with 29% reaching greater depth



Phonics Screening:

- 82% passed Year 1 Phonics Screening (2025)
- 89% passed by Year 2 (2025)





Our Community

We are really proud of the community that we serve and have a strong parent voice both through our Parent Advisory Group for Equity and our PTA. We are a diverse community and warmly welcome applications from candidates from all backgrounds. You can find out more information about our school on our website and can see our school in action on our Instagram page [@jameswolfeprimary](https://www.instagram.com/jameswolfeprimary), where we regularly share the wonderful learning and experiences happening across our two campuses. We would welcome you to visit our school prior to applying.





Personal Specification

Qualifications

Essential

- Qualified teacher status
- Degree
- Evidence of professional development linked to headship and/ or leadership.

Desirable

- Leadership qualifications (e.g., NPQH)
- British Sign Language qualification (or desire to learn)

Experience

Essential

- Successful leadership experience at Deputy Head level or equivalent.
- Experience in a senior leadership position.
- Leadership, and evaluation of, projects that developed the curriculum and had a significant positive impact on pupil outcomes.
- Successful leadership of professional development activities that have effectively developed practice of individuals and teams.
- Experience of managing operational aspects of school-wide provision across a primary school.

Desirable

- Experience of leading a school with a specialist resource base.
- Leadership of strategies that have been effective in supporting the learning of vulnerable pupils.
- Demonstrable experience of working with staff supporting reflective practice through both informal and formal processes.

Skills and knowledge

Essential

- Good understanding of curriculum models that give a rich and broad offer that successfully develops the skills and knowledge of all pupils.
- Knowledge of effective teaching practices that can support all staff enabling them to secure excellent outcomes for all pupils.
- Analytical skills that can review a wide range of evidence from different sources to identify strengths and development points.
- Effective inter-personal skills that enable the formation of strong relationships with all stakeholders.
- Excellent verbal and written skills.

Desirable

- Knowledge of financial processes in school
- Understanding of legislation and statutory processes that relate to school management





Personal Qualities

Essential

Strong commitment to:

- working together with a Co-Headteacher and Executive Headteacher to manage and shape the strategic development of James Wolfe Primary School
- upholding the principles of ethical leadership as set out by the ethical framework for school leaders. ([LINK](#))
- ensuring all pupils in our school are kept safe.
- creating a curriculum that enables all children to achieve excellent progress in all aspects of their learning and development.
- a fully inclusive approach to education that recognises that schools serve all children regardless of their needs or characteristics.
- establishing and sustaining effective partnerships with other schools and strategic partners
- personal reflection and development





Job Description

Overview

Job overview

The Headteacher of James Wolfe Primary School is accountable for the standards across our school, the quality of our curriculum and the safety and well-being of all members of our school community.

With the Executive Headteacher, they set the ethos and strategic development plans for the school

Ethical conduct

As the leader of our school the Headteacher will

- serve in the best interest of our school's pupils at all times.
- lead our school in a manner that fully reflects their influential position in society by behaving ethically as set out by the ethical framework for school leaders. [\(LINK\)](#)

Line management

This post of Headteacher is directly responsible to the Executive Headteacher. This post of Headteacher directly manages the work of senior leaders.

This role involves shared leadership with the co-headteacher, requiring collaborative decision-making, clear communication, and joint accountability for school outcomes. The co-headteachers will agree areas of specific responsibility while maintaining collective oversight of all aspects of school leadership.

1 Co-Headship Partnership

- Establish and maintain an effective working relationship with the co-headteacher, based on mutual respect, trust, and open communication
- Agree clear divisions of responsibility while ensuring both co-headteachers maintain oversight of all areas
- Present a united leadership approach to staff, governors, parents, and external stakeholders
- Participate in regular joint planning and review meetings to ensure strategic alignment"*

2 Key priorities

- To work with the Executive Headteacher to lead the school development so that the quality of our provision is excellent.
- To ensure standards across the school are high for all learners.
- To review and develop our curriculum so it meets the school's intent of offering a broad and rich programme of learning.
- To lead teachers to promote highly effective teaching and learning.
- To ensure safeguarding processes across our school secure the safety of all members of our school community.
- To promote equal opportunities in all aspects of the school work including the integration of pupils in our Centre for the Deaf.





3 Main responsibilities

3a The culture and ethos of James Wolfe Primary School

School culture

- Work with the Executive Headteacher, and governing body, to sustain the school's ethos and to set the strategic direction of the school.
- Set plans that will realise the ambitious educational standards our school has for our pupils.
- Ensure that strategic planning actively promotes equality and eliminates discrimination in line with the Equality Act 2010, with particular regard to the protected characteristics.

Behaviour

- Set high standards for pupil behaviour leading systems that promote this throughout our school.
- Embed a restorative approach to behaviour that supports all members of our community resolve difficulties in a constructive manner.

Professional Development

- Create a culture of learning across our staff team encouraging all staff to reflect and review on their own practice.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to regular review and evaluation.
- Identify sources of professional development from international, domestic, local and in-school sources using these effectively to grow the practice of our staff.
- Ensure that policies and practices take account of national and local policies and initiatives.
- Encourage creativity, innovation and the use of new technologies to achieve excellence.

3b Curriculum and teaching in James Wolfe Primary School

Teaching, curriculum and assessment

- Ensure the highest quality of learning and teaching across our school to enable all of our children to make maximum progress.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community (this is to be done in line with the school's performance management policy).
- Lead the evaluation of learning across the school by monitoring lessons, reviewing the quality of work in books and analysing progress data.
- Set arrangements for pupil progress meetings ensuring that success is celebrated and areas for development are clearly identified.

Additional and special educational needs

- Sustain the school's fully inclusive approach and ensure that all staff have ambitious expectations for all pupils with additional and special educational needs and disabilities.
- Lead the school's strategic approach to the four-tiered support model (Universal, Targeted, Targeted Plus, and Specialist), ensuring high-quality adaptive teaching at the universal level and appropriate escalation of support where needed.
- Ensure the school fulfils its statutory duties as laid out in the SEND code of practice and other statutory regulations.





3c Organisational effectiveness

Organisational management

- Establish and sustain an organisational structure which enables the efficient and effective management of our school on a day-to-day basis.
- With the Executive Headteacher, monitor the school's financial, staff, premises and other resources effectively to ensure the school's goals and legal requirements are met.
- Manage and organise our school buildings and grounds to ensure that they meet the needs of the curriculum and health and safety regulations.
- Ensure that the range, quality and use of all available resources across our school is monitored, evaluated and reviewed to improve the quality of education for all of our children. This is to ensure our best value requirements are met.

School improvement

- With the Executive Headteacher, be accountable for ensuring that our children enjoy and benefit from a high-quality education.
- Support the development of excellence in all aspects of learning and, where necessary, challenge areas of underperformance.
- Work with the governing body, providing information, objective advice and support, to enable it to meet its responsibilities.
- Fully engage with and lead processes linked to accountability frameworks as required by statutory regulations and through local arrangements set by the Executive Headteacher.

Working in partnership

- Sustain a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Work effectively with the Local Authority, recognising our status as a Community Maintained Primary School.
- Develop individuals and teams, monitoring the work of curriculum teams across the school.
- Build and maintain effective relationships with parents, carers and the community to enhance the education and personal development of the children. This to be achieved (in part) through regular presence in the playground at the start and end of the school day.
- Seek opportunities to invite parents and carers, community figures, businesses and other organisations into school to enhance and enrich the school.

4 Own professional development

- Regularly review own practice, set personal targets and take responsibility for own professional development and performance.
- Accept support and guidance from others, including the Executive Headteacher, governors, the LA and the wider professional community.
- Manage own workload and that of others to allow an appropriate work/life balance.





5 Other duties

- Follow the School's Safeguarding policies.
- Follow the School's Equal Opportunities policies.
- Maintain confidentiality and observe data protection and associated guidelines.

The Headteacher will be required to undertake any such reasonable duties as the Executive Headteacher may require.

The Headteacher will carry out their professional duties in accordance with, and subject to, the National Conditions of Employment for Teachers and Education and Employment legislation.

Why Join Us?

This is an exciting opportunity to join a school that:

- Values inclusion and diversity at its core
- Offers a unique specialist provision alongside mainstream education
- Benefits from strong partnership working and collaborative leadership
- Achieves strong academic outcomes
- Has a dedicated, passionate team of staff
- Serves a vibrant, diverse community in the heart of Greenwich

If what you've read resonates with you, and you're excited by the opportunity to make a real difference to our diverse community of learners, we would be delighted to hear from you.

