

Deputy Headteacher

[Shaftesbury High School](https://www.shaftesbury.harrow.sch.uk/)

**From the Headteacher**

I would like to say thank you for your interest in the position of Deputy Headteacher at Shaftesbury High School. We are committed to providing a high quality, relevant, and engaging education for the students at our school. I hope you find this information pack a useful introduction to our school. We are delighted that you see Shaftesbury High School as a school where you can make an impact.

Shaftesbury High School is a maintained local authority special school for secondary aged students, aged 11 to 19, who experience a wide range of learning difficulties, including emotional, communication, medical, physical, sensory, and social needs.

I feel privileged to be the Headteacher of Shaftesbury High School. At Shaftesbury, we place great value on our students' pastoral and academic development. We aim to create a positive learning atmosphere for our students that resonates throughout each day for them. It is our duty to nurture these young people academically and pastorally. We want our students to emerge as confident, balanced, well-rounded adults who are determined to make their mark in the world.

We are committed to placing the students at the center of our decision-making process. We walk the fine line between maintaining what makes our school ‘our’ school and continuing to challenge ourselves to ensure the best for our students, staff, and parents.

We believe that a key part of our success is the strong links and relationships that have been developed between staff, pupils, parents, and the broader school community.

We want to recruit a Deputy Headteacher who has ‘something’ to bring to Shaftesbury High School. We place value on adaptability, initiative, flexibility, and long term thinking. We want to appoint a candidate that is right for our school and students and as such can mold the position around the right candidate’s skill set.

Regards,

Sage Ball

# About us

Shaftesbury High School is a secondary aged school for 171 students, who experience a wide range of learning difficulties, including learning, emotional, communication, medical, physical, sensory and social needs. It is a maintained local authority school.

* We aim to provide a broad and balanced curriculum for all our students.
* We want our students to develop to their full potential both personally and academically.
* We are committed to supporting our students to become cooperative and independent individuals.
* We are respectful and look to build trust with all members of our wider community.
* We seek to involve parents, community groups and local businesses in developments and activities inside and outside school.

# Curriculum

Students at Shaftesbury High School study either the Green Curriculum or the Blue Curriculum. The Green Curriculums focus on an EHCP first curriculum. Students who study the Blue Curriculum have subject led targets. The majority of students at Shaftesbury High School study the Blue Curriculum pathway.

The students’ day is made up of six 40 minute periods with two registration slots.

Students in Year 7 follow a primary style classroom experience as part of their transition process to Secondary School. Blue Curriculum students from Year 8 onwards move between subject specialist for their core lessons. Students in Years 8 and 9 engage in a carousel after lunchtime to rotate through five different subjects (Art, Digital, Food Technology, Performing Arts and Sport) over the academic year. Students in Key Stage 4 study their core curriculum subjects and then invest about 8 hours a week into the project they select. Students make their project choices annually.

Each Thursday we have Upside Down Thursday. This enables students in Key Stage 3 to make meaningful choices that impacts on their Thursday morning curriculum. This provides them with real world decision making in preparation for their Project choice making for Year 10.

#  Who are we looking for?

We are looking to hear from leaders with the experience of working with young people who have a range of learning needs. We are looking for someone who is creative and innovative.

If you are an inspirational, motivated, and forward-thinking leader, with experience of whole school development this is an excellent opportunity for you.

We are looking for a Deputy Headteacher who:

* is a team player.
* Can operate with initiative
* Is an effective communicator.
* Can manage and lead.
* Can communicate and interact well with staff, students, and parents.
* Place the students at the center of the decision-making process.
* Has vision and strategic thinking skills.
* Can plan and lead constructive development.
* Has in-depth knowledge of SEND, including the latest developments in pedagogy.

### Job Description: Deputy Head

### This is a senior post within the school’s staffing structure, which carries with it membership of the Senior Leadership Team, starting September 2025. The post holder is accountable to the Head teacher. The post holder will deputise for the Head teacher in their absence. As Deputy Head teacher, the post holder will be required to meet the general requirements of this post as specified in the School Teachers’ Pay and Conditions Document. In addition, the post holder will be required to work closely with and fulfil any reasonable expectations required by the Head teacher.

### The Deputy Headteacher will ideally:

* Work closely with the Headteacher
* Work with the Assistant Heads to ensure that best practice pedagogy is in place.
* Support teaching and learning.
* Support pastoral teams.
* Lead on Health and Safety.
* Be responsible for risk assessments.
* Ensure that the website and School Bulletin have regular posted updates.
* Have a small level of teaching responsibility.
* Take an active lead on a positive and proactive approach on Staff Wellbeing
* Oversee pupil reviews as required.
* Have experience of students with SLD needs.

*For the right candidate we can be flexible in adapting the role around the candidates skill set.*

**Information for Candidates**

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| **Pay Range:** | Leadership 10 - 15 |
| **Start Date:** | September 2025 |
| **Closing Date:** | Monday 5th May at 9.00am |
| **Shortlisting Date:** | Week beginning 5th May at 9.00am |
| **Interview Date:** | Week beginning Monday May 19th. |

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| **Visits to the school:** | Please email mkelly@shaftsburyhighschool.org to arrange a visit to SHS.  |
| **School website:** | [www.shaftesbury.harrow.sch.uk](http://www.shaftesbury.harrow.sch.uk) |
| **Send applications to:** | mkelly@shaftesburyhighschool.org  |

*Shaftesbury High School is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. Appointment to this post is subject to an enhanced Disclosure and Barring Service check (DBS) as well as other pre- appointment checks outlined in Keeping Children Safe in Education (January 2021).*

# Information for Candidates

### Application Form

Use the standard school application form provided (CVs are not accepted) please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving school education. Include all the training you have completed, particularly those in recent years which have helped to prepare you for senior leadership.

### Person Specification and Personal Statement

When writing your responses, it is important that you address each of the requirements in the person specification. Ensure to evidence additional aspects such as training and qualifications together with your background and experience within the personal statement.

### Covering letter

You may wish to include a covering letter of no more than two sides of A4 paper and at a font size of no less than Arial size 12.

### References

Please make sure your referees are aware of your application and that they can provide a reference with a swift turnaround. Preferred referees are your last two employers, and you should provide their official organisation email address for us to contact. One referee will be your last Headteacher.