



Heatherside Junior School

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Headteacher: Mrs H. Dunn

Spring 2024

Dear Applicant

Thank you for your interest in the post of Deputy Headteacher at Heatherside Junior; I hope that the Job Description and Person Specification will tell you a little more about the school and the teacher we are seeking to appoint. This is an exciting time for us to be appointing a new Deputy Head; we are a high attaining school which enjoys a very positive reputation in the local community. However, we are constantly reflecting on how we can improve and develop further and so we are really looking forward to welcoming a new Deputy to our team. We are very open to new ideas and ways of working and this role will provide many opportunities to make a real and lasting difference to our successful school.

I have been Headteacher here for almost 17 years and it is my second headship, I was also Interim Head at our neighbouring Infants last year. I have never stayed anywhere as long as I have at Heatherside which I think is testament to the fantastic team of staff, children, parents and governors. We genuinely work collaboratively and I am incredibly proud of the strong sense of community that we have built. It's not always easy and there are many challenges; however we work together to solve problems and create positive ways forward.

I am looking for a leader of proven ability who is highly motivated and isn't afraid to question both policy and practice; sensitivity, confidence, good humour and excellent communication skills are all essential qualities. The scale point of this post has been set to reflect these expectations; however previous experience of Deputy Headship is not essential. Our Senior Leadership Team consists of the Head, Deputy, Assistant Head and the remaining two Year Leaders. We are currently exploring the possibility of adding two additional Year Leader roles into our structure to strengthen our team even further, as well as providing some additional middle leadership opportunities in the school. We meet every week and our work is focused very much on school improvement; although we have been known to come up with some of our most creative ideas at about 5 o'clock when the strategic work is finished!

I am a very 'hands on' Headteacher and don't believe in asking anyone to do anything I wouldn't do; leading by example is a core part of my leadership approach. Despite being very clear in my expectations for wanting the absolute best for all the children, I am also open to new ideas and value the input of staff, parents, governors and children. An honest, respectful, professional partnership with the Deputy is fundamental to my role as Head and I am looking forward to developing this new partnership. Of course, the Deputy also fulfils a key role with the staff team, children and wider community, being there to offer both support and leadership and to step in when I am not be available. Positive relationships, trust, reliability, credibility and the ability to stay calm and smile in a crisis are essential qualities within all roles in a school but, I feel, are especially important in this senior leadership position.

If you would like to know more about this post or about Heatherside Junior and our continued aims and aspirations for the school, please do not hesitate to contact me. I hope that you will also be able to arrange a time to look round so that you can see for yourself just what a great school Heatherside Junior is and how much continued potential there is for even more exciting, creative and innovative improvements.

I look forward to hearing from you

Yours sincerely

Mrs Hannah Dunn