



Deputy Head Teacher

2026

**Closing Date: Thursday 5th March
at 4pm**



Sandhurst Primary School
Minard Road
Catford
London
SE6 1NW



Welcome

Thank you for your interest in the role of Deputy Headteacher at Sandhurst Primary School. At the heart of our school is a strong belief that children thrive when they feel known, valued and cared for. We place relationships and kindness at the centre of everything we do, whether that be between pupils and staff, with families, or across our wider community.

Sandhurst is a school where children are known well, where families are welcomed openly, and where staff work hard to support one another as a team. We believe that when people feel valued and cared for, they do their very best work.

This role comes at a particularly exciting time for Sandhurst. With a newly appointed Headteacher, the school is entering a new chapter of its journey. We are looking for a Deputy Headteacher who is excited by the opportunity to help shape the future direction of the school, build on its strengths, and play a central role in its continued development.

As a Deputy Headteacher, you would play a key role in nurturing relationships, modelling kindness in leadership, and helping every child and adult in our school to flourish. We warmly welcome applications from candidates who share our commitment to relational leadership, teamwork and a school culture where everyone belongs and has fun!

If you are someone who leads with kindness, believes deeply in the potential of every child and adult, and is excited by the idea of building something special together, we would love to hear from you.



Why Join Sandhurst Primary School?

Be part of an exciting new chapter

Sandhurst Primary School is at a pivotal and exciting point in its journey. With a newly appointed Headteacher, this is a genuine opportunity to help shape the future direction of the school. As Deputy Headteacher, you will not be stepping into a fixed mould but will be working in close partnership with the Head to build, refine and lead the next phase of Sandhurst's development together.

Lead with relationships and kindness

At Sandhurst, we believe that strong relationships are the foundation of everything. Children learn best when they feel safe, known and valued. The same is true of adults who thrive in the same conditions. Our approach to leadership, behaviour and wellbeing is rooted in kindness, consistency and high expectations, and we are proud of the respectful, inclusive culture this creates.

Work in a school that values people

We care deeply about our staff. Professional development, wellbeing and mutual support are taken seriously, and collaboration is at the heart of how we work. You will be joining a team that is committed, reflective and generous with their expertise, as well as built on trust, honesty and shared purpose.



Make a real difference

This role offers the chance to have genuine impact on teaching and learning, on school culture, and on the lived experiences of children and families. You will be empowered to lead, to innovate and to contribute meaningfully to whole-school improvement in a diverse, vibrant community.

Bring your whole self to leadership

Sandhurst is a place where professionalism and joy sit comfortably side by side. We believe leadership should be human and visible, and that warmth, humour and authenticity matter. If you value smiling and are comfortable to be yourself, you may well feel at home here.

Job Description - Key Responsibilities

Strategic and Relational Leadership

- Work closely with the Headteacher as a key partner in leadership, helping to shape and deliver the school's vision, values and strategic direction
- Contribute significantly to self-evaluation, school improvement planning and whole-school development
- Lead with kindness, integrity and optimism, modelling the behaviours and values we want to see across the school
- Deputise for the Headteacher when required

Teaching, Learning and Curriculum

- Take a lead role in driving high-quality teaching and learning across the school
- Lead on agreed whole-school priorities (eg curriculum, assessment, inclusion, behaviour, wellbeing)
- Support, coach and challenge staff to continually improve practice
- Use assessment and data intelligently to improve outcomes for all pupils

Culture, Inclusion and Wellbeing

- Champion a relational, inclusive approach to behaviour and pastoral care
- Foster a culture where children feel safe, known and celebrated
- Promote staff wellbeing and professional growth, particularly during a period of change
- Build strong, positive relationships with families and the wider community

Leadership and Management of Staff

- Line manage staff and support teams with clarity, care and high expectations
- Contribute to recruitment, induction and performance management
- Support the Headteacher in developing a cohesive, motivated and values-driven staff team

Safeguarding

- Act as a Designated Safeguarding Lead or Deputy DSL (training provided if required)
- Ensure safeguarding procedures are robust and consistently applied
- Promote a culture of vigilance, care and listening
- Promote and protect the health, safety and welfare of pupils and staff

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Job Description - Person Specification

Essential Criteria

Qualifications and Experience

- Qualified Teacher Status (QTS)
- Significant and successful experience as a primary teacher
- Leadership experience at middle or senior level in a primary school
- Evidence of impact on school improvement, teaching quality and/or pupil outcomes
- Experience of working in a diverse school community

Leadership Approach and Personal Qualities

- A collaborative leader who enjoys working in partnership with others
- Excited by the opportunity to work alongside a new Headteacher to shape the next phase of a school's journey
- Strong relational skills, emotional intelligence and a calm, positive presence
- Leads with kindness, fairness and high expectations
- Approachable, reflective and resilient, with a sense of humour and warmth

Teaching, Learning and Inclusion

- Strong understanding of high-quality, inclusive primary practice
- Ability to support, develop and challenge staff effectively
- Commitment to equity, diversity and inclusion
- A clear belief that every child can succeed

Communication and Teamwork

- Excellent communication skills with pupils, staff, families and external partners
- A team player who builds trust and confidence
- Comfortable leading through change and supporting others to do so

Desirable Criteria

- NPQSL (or willingness to undertake)
- Experience of leading whole-school initiatives
- EVC Experience
- Experience as a DSL or Deputy DSL
- Inclusion Lead/SENDCo or similar role experience

What do our children want from their new Deputy Head Teacher?

'We would like our new Deputy Head Teacher to be...



respectful and open to new ideas.'

really smiley.'

calm and determined.'

caring, kind and funny.'



passionate about reading.'

fair and treat everybody equally.'

