



Children come FIRST

West Green Primary School

Deputy Headteacher Application

Pack

April 2026



Advert & Application Process



Deputy Headteacher required for September 2026

Group 2 Inner London L8-L12

Full time / Permanent

West Green Primary School is a successful and popular one form entry primary school with a specialist Speech and Language Resource Base in the London Borough of Haringey, with an excellent reputation in the local area.

Due to our current Headteacher moving on, our current Deputy of ten years, Jenny Murphy, will be taking on the role from September 2026. This creates an exciting opportunity for someone to join this already successful staff team and support leading the school towards its next chapter of excellence.

We are looking for an exceptional, committed Deputy Headteacher with a proven record of educational leadership, at least at Assistant Head level or equivalent, to support our school in achieving our vision - that our children achieve *their* best, academically and personally, no matter what. Our recent Ofsted report (Feb 2026) identified our many strengths and we are looking to continue to secure the school's high standards and inclusive practice. Moreover, as West Green's identity is strong, our new Deputy must share our cultural ethos and values which sit at the heart of everything we do.

Our future Deputy Head will be an excellent teacher, have strong leadership skills and be able to manage the demands of an inner-city one form entry primary school. In support, the school offers a strong, motivated and dedicated team of teaching and support staff, committed to ensuring high achievement and equity of opportunity for all.

The new Deputy Headteacher will benefit from:

- Enthusiastic and well-behaved pupils who want to learn and take part in all aspects of school life.
- Dedicated and talented staff who are committed to providing the best possible education for the pupils.
- A diverse school population.
- Very supportive parents/carers and a local community who want the school to succeed.
- Membership of Haringey Education Partnership which provides a wide range of support for local schools.

Visits to West Green before applying are essential. Please contact Arusa Ashiq, on 020 8800 4676 or by email to admin@westgreen.haringey.sch.uk to book an appointment on one of the following dates:

- Tuesday 5th May 2:00pm – 3:00pm
- Wednesday 6th May 2:00pm – 3:00pm
- Thursday 7th May 4:30pm – 5:30pm

Prospective candidates are asked to complete the application form. The supporting statement section in the form should show how you meet the requirements listed in the person specification. Please limit your written supporting statement to no more than 3 sides of A4 font size 11.

Closing date: Monday 11th May at noon. Successful shortlisted candidates will be informed by the end of the day on Wednesday 13th May. We propose to interview shortlisted candidates on Wednesday 20th and Thursday 21st May. It is essential that shortlisted candidates inform their referees of these dates as references will be requested prior to interview.

West Green Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to confirmation of qualifications, experience checks and satisfactory references, an Enhanced Disclosure (via the Disclosure and Barring Scheme) and a children's barred list check (as appropriate). Please visit our website for an application pack and further information: <https://www.westgreen.haringey.sch.uk/> Completed applications should be returned by email to admin@westgreen.haringey.sch.uk



About our School



West Green Primary is a happy, vibrant and popular school that proudly sits at the heart of the community we serve. Being a one form entry school gives us the advantage of knowing our children and families extremely well, helping us to nurture a real deep rooted sense of connection and belonging with our community. We are diverse in every respect meaning that we can celebrate the whole world within our walls. Our pupils achieve well through the teaching and learning of our ambitious and creative curriculum, which is adapted to reflect our school community. Our pupils behave well and work hard.

At West Green we live by our vision and values which feed the school's strong identity. Our two golden rules (we work hard and we are kind) are followed by everyone - pupils and staff alike. We pride ourselves on being a school in which pupils are given multiple opportunities to thrive whether that be academically or more widely via our programme of trips, clubs and extra-curricular experiences. Enabling our children to build a successful future upon a wonderful, memorable childhood is really important to us and our families who whole heartedly support the school in our work. We are proud of our inclusive ethos and want our new Deputy Headteacher to also be excited by this and have a genuine desire in making a difference to the lives of every one of our children. We are delighted that our many strengths have recently been identified by Ofsted in our recent inspection - <https://reports.ofsted.gov.uk/provider/21/102115>



Recent Parent/Carer quotes

It feels like a true community. The staff and the children all seem to have genuine relationships. The children are friends across all year groups which feels special. The leadership team (and all the staff) are warm, caring, dedicated, passionate and fun. I couldn't wish for a better school for my children. They are so happy and thriving.

West Green is a lovely community of teachers, parents and students where everyone feels welcomed. Genuinely feels like being part of one large family!

The senior leadership team really care and it trickles down to everything - great class teachers who seem happy in their work, kids who feel safe and happy and so are kind to each other. Children are supported to thrive academically and in their relationships and we also love the broad, enriching curriculum.

Each child is seen as a unique individual as well as being part of a group. It's clear that each child is nurtured and encouraged to play to their own strengths and potential.

The 'togetherness' and enthusiasm of the staff and their open and inclusive approach. They create a fantastic atmosphere which is both ambitious and nurturing at the same time.

Some core data

Number of children on roll: **207**

Children with SEND: **30.9%**

Attendance: **94.8%**

Number eligible for Pupil Premium: **32.4%**

Children with EAL: **52.2%**

Ofsted



Read our report 

Our Vision and Values



VISION

To build a successful future upon the foundations of a wonderful childhood - enabling all of our children to be happy and confident so that they achieve **their** best, academically and personally, no matter what.

VALUES

OUR CHILDREN COME FIRST:

Fun-loving - Today is not only about preparing for the future but also appreciating the 'now'. Our children feel safe and happy, enjoying life's journey making memories that will last a lifetime.

Inclusive - Our children know that they belong to the West Green family and the world within our walls. Our vibrant and diverse community is kind and respectful to all.

Resilient - Our children work hard and do not give up. They develop unshakable determination, taking pride in their progress and learning from mistakes knowing they can overcome barriers.

Successful - Our children are ambitious and confident. They work hard and explore a broad range of opportunities. They are empowered to choose their own path to live a fulfilling and happy life.

Team Players - Our children develop into responsible, respectful and socially conscious citizens contributing positively to their communities.

Job Description



Job title: Deputy Headteacher
Reports to: Headteacher & the School's Governing Body
Start Date: September 2026

Purpose of the post:

To work in partnership and under the direction of the Headteacher to:

- Support the Headteacher in the strategic leadership and day-to-day management of the school.
- Implement, embed and drive forward strategies to enable and realise the school's vision.
- Ensure access to the highest educational provision is available to all learners.
- Develop positive, constructive and effective relationships with children, families, staff and governors, through excellent communication and interpersonal skills, successfully promoting the desire to succeed.
- Lead and develop staff, fostering a culture of collaboration, reflection and continuous professional growth
- Deputise for the Headteacher when needed.

Attainment and Progress:

- Ensure effective assessment practice across the school.
- Work confidently with data in order to track the progress of pupils, identifying target setting and school priorities.
- Ensure accurate identification of pupils at risk of underachievement in order to target appropriate and effective support.
- Research the most appropriate strategies and pedagogies linked to needs.

Leadership and Management:

- Actively promote the vision and ethos of the school.
- Undertake self-evaluation activities to assist the identification of the schools strengths and weaknesses.
- Engage fully in the schools development plan; monitoring its implementation and evaluating its impact on learning.
- Develop, implement, monitor and maintain policies and practice which reflect the schools commitment to high standards of achievement.

Leading and Managing Staff:

- Contribute to the building and management of effective teams and teamwork across the school.
- Plan and manage the implementation of continued professional development for all staff.
- Manage the planning and induction of ECT induction programmes and trainee placements at the school.
- Create, maintain and enhance effective working relationships in order to support the school in the recruitment of high quality staff.
- Assist in the implementation of the school's performance appraisal arrangements.
- Organise timetables, rotas and cover arrangements on a termly and day to day basis.
- Take responsibility for the day to day organisation of the school when the head teacher is not present

Teaching and Learning:

- Deliver high quality teaching practice across the primary age range. The post holder will teach target groups as well as model and develop excellent practice across the school.
- To cover classes as directed by the Headteacher.
- Take a leading role in supporting the monitoring and evaluation of teaching and learning in order to identify strengths, weaknesses and areas requiring further development.

- Lead by example, providing advice, support, guidance and challenge to colleagues, ensuring the quality of teaching and learning is consistently good or better across the school.
- Work alongside the inclusion team to ensure that
- Lead on CPD initiatives for all staff.

Quality of the Curriculum:

- Work in partnership with the Headteacher to maintain an engaging, creative, diverse and aspirational curriculum to meet the needs of our learners.
- Work alongside the Head Teacher and other members of the School's Leadership Team to monitor and evaluate the school's curriculum to ensure continuity, progression and rigour across the school.
- Ensure that our children have creative extra-curricular opportunities including clubs, trips and special experiences.

Behaviour and safety:

- Ensure that Safeguarding procedures are followed consistently across the school.
- Work with all members of the school community to ensure behaviour for learning is good and policies are followed with consistency.
- Share responsibility for the leadership and organisation of whole school assemblies and acts of collective worship.

Other duties:

- Undertake any additional duties within the scope of this role as specified by the Headteacher.

Please note that this job description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Deputy Headteacher will be responsible for. The Deputy may be asked by the Headteacher to undertake other duties reasonably regarded as falling within the duties of a leadership post and in line with School Teacher's pay and conditions guidance 2025





Person Specification

The person specification below shows the key qualities, abilities, skills and experience we require in our new Headteacher. The selection panel will assess each candidate against these criteria. We are expecting candidates to demonstrate knowledge and understanding of each area and to show evidence of having applied (or awareness of how to apply) this knowledge in the school context. The information you provide in your application form in the 'supporting statement and achievements' section must show how you meet the requirements listed in the person specification. Please limit your written supporting statement to no more than 3 sides of A4 in font size 11.

Key Areas	E = Essential D = Desirable
Qualifications	
Degree level qualification	E
QTS	E
Evidence of appropriate leadership CPD	E
At least 5 years of successful teaching in inner city schools, or schools where adaptations are made to overcome disadvantage	E
Knowledge and Understanding of	
Safeguarding requirements and systems	E
Effective teaching and learning	E
Curriculum implementation and development	E
Assessment policies and procedures and how these can be analysed and used for impact	E
Inclusive practice and pedagogies	E
The current Ofsted requirements	E
National developments and priorities in education	E
The role which can be played by parents/carers in raising standards	E
Governance and the role this plays in schools	D
School finances and/or budget management	D
Qualities	
Ambition and determination to develop the school to the highest standards	E
Exceptional team working skills	E
Excellent communicator capable of inspiring and engaging pupils, colleagues and families.	E
A real commitment to the school's vision and values	E
A reflective and resilient learner	E
A positive approach to problem solving	E
A strong commitment to leading an inclusive and anti-racist school	E
A kind and empathetic leader who knows the power of these qualities in building successful teams	E
A sense of fun and willingness to throw yourself into the life of the school – including dressing up on World Book Day!	E
Experience and Skills	
Leadership experience at Assistant Headteacher level or equivalent	E
Experience of impactful classroom teaching across the primary age range	E
Significant experience of supporting SEND and addressing disadvantage within a mainstream setting	E

Experience of raising pupil achievement (progress and attainment) across a school or Key Stage	E
Proven record of successfully implementing improvement initiatives	E
Experience of supporting others in their professional development	E
Proven record of effective engagement with parents/carers	E
Ability to communicate well both verbally and in writing to a range of audiences and attention to detail	E
Experience of managing challenging situations	E

In addition, the successful candidate must be willing to uphold the ethos and policies of the school, including the commitment to safeguarding and promoting the welfare of children and young people.





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