

Deptford Park Primary School



Headteacher Recruitment Pack



Evelyn Street

Deptford

London

SE8 5RJ

020 8692 4351

Welcome from Laura McMorran—Chair of Governors

Dear Applicant,

We are delighted that you are considering leading our wonderful school.

Deptford Park Primary School has a unique culture centred around inclusion, empowerment and the celebration of individuality. We pride ourselves on our trauma informed practice and the achievements of our pupils; academically, personally and as a community including our current work towards being a Human Rights Respecting School and gaining a silver Equality Award. We are fortunate to serve a hugely diverse area in which we encourage our pupils to bring their best authentic selves to school each day (and that their parents and carers do the same). This includes lots of extra-curricular activities and achievements from music to leadership to each child receiving a book to take home on World Book Day. Providing a safe, welcoming and engaging space for all members of our community is at our core. We excel in this and the atmosphere within school is incredible; something which we invite you to come and experience yourself.

Our motto is 'The World In Our School' and we are looking for someone with the experience, heart and soul to lead us forward. The role description and person specification laid out later in this document provide a more detailed breakdown of what we envision our next Headteacher to bring to this role but in summary, we are looking for an experienced leader, with vision, passion and empathy. We want an authentic Headteacher who will genuinely want to join and embrace the unique culture of our school. Our fabulous team deserves a leader who can help them progress and develop, alongside our pupils whilst maintaining our steadfast position in our community.

The future is one of opportunity, with challenges to overcome so working with community leaders will be essential. We have every faith that this role will be rewarding and both career defining and life affirming (when you meet our wonderful pupils you'll understand why). Openness and transparency are paramount to who we are and how we function as an organisation so I would like you to be aware of the situation we are in. You will note our big, beautiful, historic site which currently is not full due to falling pupil numbers across Lewisham and our neighbouring boroughs of Southwark and Greenwich. The leadership team at Deptford Park have, and continue to do a stellar job of managing resources and ensuring the best outcomes for our pupils. We need a Headteacher who can continue this journey and work with the Local Authority and other partners to ensure success for all in these difficult times. We have some exciting options and opportunities ahead so we are looking for someone with vision and drive who can help us maximise the support we offer our community.

Our application pack has more information and we would love to hear from you. If you have any questions or would like to arrange a visit, please reach out to contact Carol Jolly, our School Business Manager (c.jolly@deptfordpark.lewisham.sch.uk), 020 8692 4351.

On behalf of the Deptford Park Primary School Governing Body, Thank You for your time and considering your future with us. We look forward to hearing from you.



Job Advertisement

Start Date: September 2025

Contract: Permanent

Website:
www.deptfordpark.lewisham.sch.uk

Salary: L18-24 £85,092—£96,106 per annum (Inner London Leadership Pay Scale)



How to Apply

Please read the attached documentation and complete the application form.

All contact with the school, for school visits and applications, will be managed through our school office by Carol Jolly—School Business Manager.

Phone: 020 8692 4351

Email: c.jolly@deptfordpark.lewisham.sch.uk

The Chair of Governors is available to speak to potential candidates upon request, please contact the school to arrange this.

Key timings:

Please keep these dates free – you are encouraged to come and visit the school, by appointment, from 10th–21st March.

Closing date: 12 noon on Monday 24th March

Shortlisting: 26th March 2025

Interview and assessment days: 2nd and 3rd April 2025

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Safeguarding and DBS clearance

We have a strong commitment to safeguarding and promoting the welfare of children and young people and expect our new Headteacher to share and champion that. The successful candidate will be required to apply for an enhanced disclosure from the Disclosure and Barring Service.

In accordance with current KCSIE guidance, online searches may be carried out as part of our shortlisting process, and the recruitment panel may take this

Diversity and Inclusion

At Deptford Park we recognise and value the diversity of all people. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. At our school we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here. We welcome applications from anyone who meets our criteria for the role, regardless of their age, disability, ethnicity, heritage, sexuality, gender and socio-economic background.

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Headteacher Job Description

Job Title: Headteacher

Responsible to: The Governing Body of the School

JOB PURPOSE To lead our diverse, inclusive and passionate school through a crucial period of time in the local area. To further develop our profile and place within the community whilst maintaining the culture and atmosphere of the school.

MAIN ROLES AND RESPONSIBILITIES

Navigating and Shaping the Future

- Implement the school's Vision and Ethos in partnership with the Governing Body, staff, and wider community, ensuring these are embedded in everyday practice.
- Strategically collaborate with the Governing Body to develop and lead strategic plans centred on children and learning.
- Commit to the future of the school's community, anticipating and responding to changes in funding, education policy, and socio-economic conditions, ensuring the school's vision and community needs remain the priority.
- Be ambitious for the school, seeking ways to maximise and build on its core assets for the benefit of pupils, staff, and the wider community, including our extensive property and grounds.
- Use change and strategic management to collaboratively develop progress within the community.

Leadership and Management

- Be empathetic and diplomatic, demonstrate flexibility and adaptability whilst shaping a collaborative learning culture where children and staff feel valued, understood, encouraged, inspired, and equipped.
- Exhibit visionary, strategic, and driven qualities. Produce and implement clear, evidence-based development plans and policies for the school's future.

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- Ensure sustainable financial and resource management, including long-term financial planning to support the school's vision, in partnership with the Governing Body.
- Be a leader who delivers through the team, bringing everyone on the journey with them. Train, retain, motivate and inspire staff through regular feedback, development opportunities, empowerment, and performance management whilst ensuring wellbeing and work/life balance for the team.
- Support and develop a cohesive and strong staff team, ensuring the school is a place where people want to work, grow, and deliver their best.
- Embrace and add value to the unique soul and character of this Lewisham School.
- Work effectively with and be accountable to the Governing Body.
- Ensure the school complies with all relevant legal and statutory frameworks and policies.
- Process fantastic communication skills and develop strong, successful partnerships within the community with all stakeholders.

Teaching, Learning and Standards

- Commit to providing a fully enriching, broad and creative curriculum within an engaging learning environment that reflects the children who learn here. Enable all children to achieve their full potential both academically and through the expansion of children's skills and aspirations through a holistic approach. Ensure this incorporates our status as a Human Rights Respecting School.
- Ensure high standards of teaching and learning throughout the school and across the curriculum.
- Empower, encourage and connect with pupils to maintain a well-rounded and consistent understanding of their needs, interests and achievements.
- Monitor, track and report on progress and attainment, including accurate and timely reporting to the Governing Body.
- Maintain high aspirations for and expectations of the whole school community in a supportive, inclusive environment.
- Identify areas for ongoing school development by monitoring and evaluating the school's performance through self-evaluation and external review.
- Deliver high standards of teaching, learning and aspiration for pupils with SEND, utilising the brilliant SEND team and resources available.



- Ensure effective planning, allocation, support, and evaluation of staff's work, ensuring staff are motivated and empowered, with clear delegation of tasks and opportunities for learning and development
- Maintain high standards of behaviour and attendance.

Community

- Develop and lead initiatives that bring the community together, ensuring that Deptford Park Primary School is a safe, welcoming and happy environment for all as we proudly have 'The World In Our School'.
- Ensure parents/carers and pupils are well informed about school life, values, progress, and the curriculum, and are involved in supporting and encouraging children's progress.
- Collaborate with other organisations, schools and stakeholders; proactively building beneficial partnerships in the local area including the Local Authority and supporting charity partners.
- Be accessible and approachable, building relationships with children, staff, parents and the community. Ensure you are very visible and engaged with the community.
- Be someone who wants to join in and be part of our community. Adapt to our school culture and add to it, valuing our uniqueness, culture, spirit and soul.

Equality and Inclusion

- Have experience in trauma-informed practice that underpins an inclusive approach based on de-escalation combined with a robust understanding of supporting EAL and SEND.
- Promote equality and inclusion in all aspects of school life and ensure a positive environment where diversity is celebrated.
- Actively work to fulfil the school's mission to ensure each child reaches their full potential, especially children with Special Educational Needs and Disabilities.
- Train and equip staff to meet the needs of all children, including those with SEND.
- Implement the SEND Code of Practice and the school's SEND plans to ensure pupils' needs are fully met.
- Deliver a broad, diverse curriculum that reflects and engages the children who learn here, setting them up for future success in all areas of life.
- Manage SEND resources to ensure they are targeted, monitored and evaluated for best value. Continually assess and improve the accessibility of premises and curriculum to all pupils.



- Develop our status as a Human Rights Respecting School and build on our existing Equality Awards; bringing the community on this journey with Deptford Park Primary School.

Safeguarding

- Commit to safeguarding and the welfare of children and young people, have thorough knowledge of all safeguarding policies and procedures, and ensure safeguarding is at the heart of all policy and practice in the school.
- Serve as the Senior Designated Safeguarding Lead (DSL) for the school, leading other DSL's and taking responsibility for leading safeguarding and child protection.
- Ensure staff have all necessary safeguarding training and are equipped to fulfil their safeguarding roles.

Ethics and Professional Conduct

- Demonstrate consistently high standards of principled and professional conduct, including the Nolan Principles at all times; meet the teachers' standards, and provide conditions in which teachers can fulfil them.
- Be familiar with the Headteacher's Standards and uphold them in relation to school culture, teaching, curriculum and assessment, behaviour, additional and special educational needs, professional development, organisational management, school improvement, working in partnership, governance, and accountability.
- Ensure the school embodies it's vision and ethos.
- Exhibit authenticity and genuineness consistently.



Headteacher Person Specification

This document outlines the key skills and experience we are looking for. The selection panel will assess each candidate against the criteria, expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or an awareness of how to apply) this knowledge and understanding in the school context.

Please ensure when completing your application that you address only the relevant criteria as indicated below. As appropriate your responses should include your role, the actions and decisions you took and the outcome or impact of your involvement. The supporting statement should be no more than three A4 pages long. Please do not include a CV as they are not accepted.

	Essential E/Desirable D
Qualifications and Training	
Qualified Teacher Status	E
Level 3 Safeguarding	E
Clear evidence of commitment to professional development in school leadership	E
Outstanding Educator	
Proven track record as an outstanding, child-centred, trauma informed classroom practitioner with a passion for learning and development for pupils and the school team.	E
A thorough knowledge of how to build a broad, creative, relevant curriculum which inspires children, including activities and experiences that support learning, enhance children's wider development and teach skills for life	E
Track record of delivering high standards of teaching, learning and attainment including role modelling for staff and students alike. Promote equality and inclusion in all aspects of school life and ensure a positive environment where diversity is celebrated	E



	Essential E/Desirable D
Demonstrate commitment to the development and progression of children from a diverse range of background including EAL, care experienced and SEND; with a focus on the needs of the individual and inclusivity	E
Commit to providing a fully enriching curriculum and wider enrichment that focuses not only on academic success but the expansion of children's skills and aspirations through a holistic approach	E
Inspiring and Inclusive School Leader	
Proven experience of senior leadership in a primary or junior school including demonstrable success in leading and developing a team; building community partners and being an accessible, empathetic figurehead for parents and carers	E
Demonstrable experience of delivering whole school strategy in a range of areas including, but not limited to, quality of education, finances and premises including working strategically with the Governing Body and leading the staff team to deliver this strategy	E
Be empathetic and diplomatic, demonstrating flexibility and adaptability whilst shaping a collaborative learning culture where children and staff feel valued, understood, encouraged, inspired, and equipped	E
Demonstrable track record or building school community and an interest in our school as the focus of our local community. Commit to the future of the school's community, anticipating and responding to changes in funding, education policy, and socio-economic conditions, ensuring the school's vision and community needs remain the priority.	D
Proven experience of strong relationships with parents/carers; ability to communicate with and engage the parent/carer body so that they are fully involved in their children's education and in school life	E
Senior experience of financial planning and resource management, including setting and managing budgets, staff deployment, premises and health and safety	E
In depth knowledge of Ofsted framework and process	E
Committed to Continuous Improvement	
Track record of effective, evidence-based monitoring and evaluation of teaching and learning to improve quality and raise pupil achievement, including in children with SEND	E

	Essential E/Desirable D
Experience of school improvement, monitoring and evaluating performance through self-evaluation and external review including working with the Governing Body to drive strategy and success	E
Manage SEND resources to ensure they are targeted, monitored and evaluated for best value. Continuously assess and improve the accessibility of premises and curriculum to all pupils	E
Knowledge of the role of the Governing Body and ability to work positively with them for school improvement	E
Ability to develop strong community/organisational links in the interests of school improvement. Develop and lead initiatives that bring the community together, ensuring that Deptford Park Primary School is a safe, welcoming and happy environment for all as we proudly have 'The World in Our School'	E
Safeguarding	
Understanding of Safeguarding legislation and best practice and commitment to it's implementation throughout all elements of the school	E
Experience of being a Designated Safeguarding Lead	E
Values	
Belief in our vision, where we seek to understand, encourage, inspire and equip each child, and where everyone is valued and included	E
Compassion, energy and empathy, integrity and honesty, with a positive, encouraging attitude and a commitment to self-development	E
Empower, encourage and connect with pupils to maintain a well-rounded and consistent understanding of their needs, interests and achievements. Monitor, track and report on progress and attainment, including accurate and timely reporting to the Governing Body	E
A supportive and encouraging leader for our staff, helping to empower them and to maintain an appropriate work-life balance	E
Embrace and add value to the unique soul and character of this Lewisham school. Be someone who wants to join in and be part of our community. Adapt to our school culture and add to it, valuing our uniqueness, culture, spirit and soul	E



	Essential E/Desirable D
The resilience, flexibility and delegation skills needed to work under pressure, to manage workload and to work collaboratively, ability to know when to ask for help	E
Demonstrable understanding of and implementation of a holistic approach that enables all pupils to be well prepared for life	E
Main Roles and Responsibilities	
Implement the school's Vision and Ethos in partnership with the Governing Body, staff, and wider community, ensuring these are embedded in everyday practice	E
Be ambitious for the school, seeking ways to maximise and build on it's core assets for the benefit of pupils, staff and the wider community, including our extensive property and grounds	E
Ensure the school complies with all relevant legal and statutory frameworks and policies	E
Provide an engaging learning environment and creative, broad curriculum that reflects the children who learn here and enables all children to achieve their full potential. Ensure this incorporates our status as a Human Rights Respecting School	E

