



# EVELINA HOSPITAL SCHOOL

## HEADTEACHER APPLICATION PACK



**EXCELLENT EDUCATION, ENDLESS POSSIBILITIES**



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## WELCOME FROM THE CHAIR OF GOVERNORS

Welcome!

Thank you for your interest in becoming the Headteacher of the Evelina Hospital School. We are a distinctive and exceptional school, providing education for children and young people who are inpatients at Evelina London Children's Hospital in the heart of Westminster. Pupils benefit from tailored, flexible learning in a nurturing environment, whether at the bedside on the wards or in the classroom, ensuring they remain connected to education and their futures beyond hospital.

Over the years, the school has grown in strength and impact. The most recent Ofsted inspection recognised the school as Outstanding, reflecting our firm commitment to the highest standards and a lasting, positive difference in the lives of the children and young people we serve.

If you have a proven track record of meeting the high expectations of our pupils, and share our values, ambition, and commitment to providing exceptional education, we would love to hear from you.

This is a unique opportunity for an outstanding and ambitious school leader who will embrace change, foster effective partnerships, and lead this remarkable school confidently into its next phase of growth.

We warmly welcome visits to our very special school and look forward to receiving your applications.

Chair of Governors



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## AIMS AND VALUES

We value kindness, curiosity, and resilience in all our students. We understand the unique challenges faced by children with medical needs. Our team is committed to providing tailored care and support every step of the way. We offer a rich and creative curriculum that sparks imagination and encourages every child to flourish.

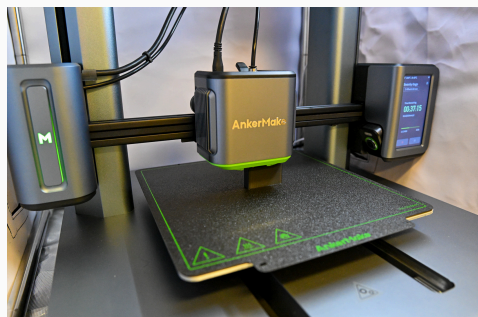
### SCHOOL MISSION STATEMENT

Children's needs are our priorities.

We are committed to providing an outstanding personalised education in order for all pupils to achieve positive educational outcomes and feel valued, nurtured and respected.

We meet our aims by:

- Providing a learning environment where the feelings and rights of pupils are respected and their intellectual and emotional needs are addressed.
- Planning and delivering an integrated broad and balanced curriculum (both pastoral and learning). This should be similar to the one children and young people will experience in early years, primary, secondary and/or special school settings. Where appropriate, the curriculum should be linked to those in children's home schools.
- Selecting curriculum themes which encourage children to consider social (including social cohesion), moral, spiritual and cultural issues while developing knowledge, skills and understanding in a range of subjects.
- Placing a strong emphasis on the psycho-social aspects of learning, in particular, establishing positive relationships with adults and peers; building self-confidence and self-esteem.
- Working collaboratively with children, young people and their families and with the professionals in other services supporting them to ensure continuity and coherence.







## SCHOOL VALUES

At our school, values are at the heart of everything we do. They shape our learning, our relationships, and our school culture - helping children grow into kind, confident, and thoughtful individuals.

We value social justice: Every child matters. We champion fairness, inclusion, and equality.

We value beauty: We believe that beauty can be found in nature, art, learning, and human relationships.

We value childhood: We honour childhood as a time of discovery, imagination, and growth.

We value time: We plan meaningful learning experiences that make the best use of every day.

## WHOLE SCHOOL KEY PRIORITIES

- Staff are adept at meeting the needs of individual pupils with medical needs, navigating the complex hospital environment and links with the community. We achieve charter marks to show excellence in our practice and acknowledge our contribution within the field.
- Equality of opportunity for all learners is embedded in every aspect of the school
- Strategic aims are shared by staff and run through all school systems including subject development priorities, individual staff performance management

## NON-CURRICULUM KEY STRATEGIC DEVELOPMENTS

- Secure best possible resources (staff, skills, governors, accommodation, equipment, support) to sustain the school's future and realise our vision
- A stakeholders strategy ensures that the school is outward-facing and a leading model for hospital education



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## ABOUT THE SCHOOL

Evelina Hospital School is a London Borough of Southwark, local authority maintained special hospital school, located within Evelina London Children's Hospital. It provides education for children who are acutely unwell, many of whom are inpatients receiving complex and ongoing medical treatment. We are an all-through school and teach inpatients across from nursery through to nineteen years; long-stay inpatients as well as recurrent day patients. Additionally, teach in classrooms and by bedside with mobile classroom. The school's curriculum has been designed to reflect the unique realities of this environment. It responds to a high turnover of pupils, disrupted patterns of engagement, and a wide diversity of needs. The number of pupils we educate changes daily as children are admitted, discharged or move between wards. This dynamic context requires a flexible, responsive approach that prioritises each child's well-being while ensuring that learning remains meaningful, accessible and appropriately tailored to their individual circumstances.

### OFSTED

The school's schools excellence is recognised by Ofsted as "Outstanding" in our most recent Ofsted, it affirms our continued commitment to delivering exceptional education within a hospital setting.

### THE HOSPITAL TRUST

The school works within the Evelina London Children's Hospital which is part of the Guy's and St Thomas' NHS Foundation Trust. The patient intake of children and young people is from across the south London and south east England. The Children's services at Evelina London Children's Hospital are mainly located in the state-of-the-art building alongside St Thomas' Hospital, but also care for young patients in the community in Lambeth and Southwark. The Evelina London Children's Hospital is undergoing several expansion projects to their services including more services together in one place. This will include bringing together into one site the inpatient cardio-respiratory and intensive care services (CRIC) and, the transfer of children cancer care service from the Royal Marsden Hospital NHS Foundation Trust.



"Pupils enjoy lessons at the school, they like the adults who teach them and they look forward to the sessions." Ofsted





## **THE CURRICULUM**

We tailor our curriculum to meet the individual needs, interests and abilities of every pupil, ensuring they make excellent progress while feeling valued, nurtured and respected.

We work closely with pupils' home schools to help them maintain continuity in their learning during their time in hospital. For short-term placements, or for pupils who have been out of school for an extended period, we offer a carefully structured core curriculum.

We cover a broad range of subjects, with daily emphasis on English and mathematics. All staff are trained to deliver high-quality teaching in these core areas. Through small group and one-to-one sessions, we are able to focus on specific gaps in learning, build confidence, and provide targeted support in key areas of maths and English.

Learning in core subjects is complemented by a rich wider curriculum, including humanities, the arts, PSHE and computing. We also work with a range of external partners to enhance our provision. We place a strong emphasis on reading and its transformative impact, providing pupils with access to a wide range of high-quality texts and incorporating reading into every school session.

## **LEADERSHIP AND GOVERNANCE**

Members of the governing body make regular visits to the school, ensuring an engaged approach to monitoring and supporting school activities. As the hospital expands to welcome a growing number of patients, the school is looking to evolve in tandem to meet the increasing educational demand. The school will be looking for leadership that proactively guides strategic change to ensure that as many children as possible continue to receive a high-quality education.

## **INCLUSION**

Inclusion is central to our work at Evelina Hospital School. To support the diverse and constantly changing needs of our pupils, the school is highly adaptable in our approach. As we meet the planned changes to the hospital, Our staff the have skills required to meet a wide range of needs. They ensure our practice remains flexible enough to deliver the best possible education for every child.

## **SAFEGUARDING**

Our staff are equipped with the skills and flexibility to support a wide range of medical, emotional, and learning profiles. In line with Keeping Children Safe in Education, we ensure our safeguarding practice reflects the specific context we work in. By staying responsive and adaptable, we can continue to provide a safe, high-quality education for every pupil we serve.

## **STAFFING**

We have a staff team of 22 full and part-time staff, bringing a wealth of experience and a variety of skills to create a dynamic and supportive educational environment. We prioritise professional development, and actively encourage our staff to attend courses and self-development programmes aligning with the school development plan.





## KEY INFORMATION

Status	Special School
Ofsted Rated	Outstanding (2022)
Year Established	1949
Type of School	Hospital School
Appropriate Authority	The Governing Body
Local Authority	London Borough of Southwark
Age Range	2 to 19
Number of funded places	53
Number of Pupils on roll	117
Number of subjects offered	31
Percentage of Pupils with EHCP	27%
Number of children taught over 12-month period	Approximately 2000
School Location	Evelina Hospital School, Level 3 Beach Evelina London Children's Hospital Westminster Bridge Road, London SE1 7EH



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## WHAT PEOPLE SAY ABOUT OUR SCHOOL

The teachers and staff were really friendly and interacted so nicely with my son. The work was appropriately challenging and fun. (Parent)

Amazing teachers! My daughter is doing so well thanks to all the teachers she has definitely benefited from the one to one support. (Parent)

I had many visitors coming to visit, and in school, Michael Rosen came to talk to us!! And we each got a book, it was amazing. (Pupil)

I got an award for making the most progress in my year group and that's because of you. So, thank you. (Pupil)

This school has been a life-line for M. It's the only thing he looks forward to. (Parent)

I think that words are just not quite enough, they do such an outstanding teaching job... They are second to none (Parent)



## JOB DESCRIPTION

<b>VACANCY:</b>	HEADTEACHER
<b>SCHOOL:</b>	EVELINA HOSPITAL SCHOOL
<b>ACCOUNTABLE:</b>	THE GOVERNING BODY
<b>DEPARTMENT:</b>	LONDON BOROUGH OF SOUTHWARK
<b>PAY RANGE:</b>	<b>INNER LONDON (L20-L25) £92,447 - £103,211</b>
<b>CONTRACT TYPE:</b>	FULL TIME, PERMANENT
<b>TERMS &amp; CONDITIONS:</b>	NATIONAL AGREED TERMS AND CONDITIONS APPLY

We are seeking an exceptional, experienced and highly skilled leader to take on the role of Headteacher at our Hospital School. This is a rare and rewarding opportunity to lead a specialist hospital provision that supports delivering high-quality, personalised education to children and young people during their hospital stay.

As we enter a significant period of strategic expansion and development, we are looking for a confident, compassionate and resilient professional with a strong track record of successfully leading schools through change and growth.

The successful candidate will demonstrate outstanding leadership capability, strategic vision and the ability to inspire trust and confidence across a multi-disciplinary environment. They will be committed, adaptable and flexible in responding to the evolving demands of the school, ensuring stability, innovation and continued excellence while maintaining the highest standards of care and educational provision for some of our most vulnerable learners.







## CORE PURPOSE:

The Headteacher provides strategic leadership and day-to-day management, ensuring pupils with complex medical needs receive high-quality education throughout their hospital stay. They lead the school with integrity, uphold the Noland Principles, and ensure all statutory duties are met.

## KEY RESPONSIBILITIES

### A. STRATEGIC LEADERSHIP AND VISION

- Lead the school with clear purpose, setting high expectations for pupils and staff.
- Translate the school vision into practical, measurable plans for improvement and future growth.
- Anticipate and manage change, including expansion linked to wider hospital developments.
- Build strong, productive relationships with the Governing Body, NHS partners and external agencies.

### B. SCHOOL IMPROVEMENT & QUALITY ASSURANCE

- Lead robust self-evaluation processes to identify strengths, challenges and priorities.
- Develop evidence-informed improvement plans and ensure they are implemented effectively.
- Use data, pupil feedback and professional insight to secure improved outcomes for all learners.
- Promote a culture of professional reflection, high standards and continuous development.

### C. CURRICULUM, TEACHING & LEARNING

- Ensure a broad and flexible curriculum responsive to the needs of hospital-based pupils.
- Promote high-quality teaching rooted in evidence of how pupils learn best.
- Develop strong subject leadership and ensure reliable, proportionate approaches to assessment.
- Oversee curriculum adaptation for pupils with SEND and those in alternative provision.

### D. PASTORAL CARE & SAFEGUARDING

- Maintain a safe, nurturing environment where all pupils' emotional and medical needs are understood and supported.
- Ensure safeguarding practice is rigorous, responsive to the hospital context, and fully compliant with statutory guidance.
- Model positive behaviour expectations and ensure consistent pastoral routines across the school.
- Build strong relationships with families, carers and multidisciplinary teams.



## **E. MANAGEMENT OF PEOPLE & RESOURCES**

- Recruit, retain and deploy staff effectively, ensuring roles and responsibilities are clear and manageable.
- Foster a culture of professional growth through high-quality CPD and regular appraisal.
- Manage the school's financial, human and physical resources responsibly, ensuring value for money and alignment with strategic goals.
- Ensure the learning environment is safe, well-organised and conducive to high-quality teaching.

## **F. PARTNERSHIP & COMMUNITY ENGAGEMENT**

- Act as an ambassador for the school within educational and medical communities.
- Develop partnerships with parents, NHS colleagues, community organisations, and other schools.
- Strengthen opportunities for pupils to engage with the wider community despite their hospitalisation.
- Contribute to collaborative work across the Trust, particularly during periods of expansion or service change.

## **G. GOVERNANCE & ACCOUNTABILITY**

- Provide timely, accurate information to support governors in fulfilling their strategic role.
- Ensure the school complies with all legal, regulatory and financial requirements.
- Support governors to monitor, challenge and evaluate the school's performance.

## **H. ADDITIONAL DUTIES**

- Promote equality, inclusion, health and safety, and well-being across the school.
- Uphold confidentiality and professional standards at all times.
- Undertake other duties appropriate to the role, as agreed with the Governing Body.





	SELECTION CRITERIA	ESSENTIAL OR DESIRABLE	ASSESSED BY
EDUCATION AND QUALIFICATION			
1	Honours degree	E	A, C
2	Qualified teacher status	E	A, C
3	Further qualification relevant to leadership (e.g., NPQH) or evidence of sustained senior-level CPD	E	A, C
4	Higher degree (e.g., Masters) relevant to education	D	A, C
PROFESSIONAL QUALITIES, KNOWLEDGE AND EXPERIENCE			
5	Significant successful strategic leadership at Headteacher, Acting Headteacher or Deputy Head Teacher Level	E	A, I, R
6	Experienced as a Designated Safeguarding Lead (or Deputy DSL) with current Safeguarding training	E	A, R, C
7	Knowledge of statutory responsibilities: safeguarding, Prevent, equalities, GDPR, H&S	E	A, I, R
8	Strategic financial and resource management experience	E	A, I, R
9	Experience leading change, organisational growth or cross-agency projects	E	A, I, R
10	Leading whole-school improvement, including vulnerable learners	E	I, R
11	Knowledge of effective teaching and learning across primary and/or secondary phases	E	A, I, R
12	Knowledge and experience of SEND and alternative provision	E	A, I,





	SELECTION CRITERIA	ESSENTIAL OR DESIRABLE	ASSESSED BY
13	Ability to articulate a clear educational vision and translate it into action	E	A, I, R
14	Curriculum adaptation or development to raise pupil outcomes	E	A, I, R
15	Understanding of how technology (incl. AI) can enhance learning and school systems	E	A, R
16	Experience of successful line management, staff development and performance oversight	E	A,I,
<b>ACCOUNTABILITY AND EVALUATION</b>			
17	Skilled in appraisal, professional development and addressing underperformance	E	A, I, R
18	Strong self-evaluation practice used to shape school improvement planning	E	A, I ,R
<b>PERSONAL QUALITIES</b>			
19	Inspiring role model with integrity who can motivate and challenge others	E	A, I, R
20	Effective communicator with strong interpersonal skills and emotional intelligence	E	A, I, R
21	Able to advocate confidently for the school and build strong partnerships	E	I
22	Adaptable, resilient and able to work positively under pressure	E	I,R
23	Deep commitment to inclusion, equity and opportunities for every pupil	E	A, I, R
24	Curious, reflective and outward-facing, committed to continuous learning	E	A, I, R

**KEY: A = APPLICATION FORM    I = INTERVIEW AND ASSESSMENT TASKS  
R = REFERENCES    C = CERTIFICATES**

Please note: The Selection Panel will use the criteria identified with “A” to shortlist. Only applicants who demonstrate that they meet all the essential criteria to the Panels’ satisfaction will be invited to interview



## HOW TO APPLY

Applicants must complete all sections of the application form in full, including a personal statement of no more than two pages, stating clearly how your knowledge, skills and experience meet the criteria set out in the personal specification.

Incomplete applications and/or CVs will not be considered for shortlisting.

Please visit the school's website's Vacancies page, where you can download an application form and other relevant forms. More information about the school is also available on our website.

**Your completed application form should be sent to [recruitment@evelina.southwark.sch.uk](mailto:recruitment@evelina.southwark.sch.uk)**

**Deadline for applications is on [Monday, 16<sup>th</sup> March 2026 at 09:00am](#)**

**Shortlisted candidates will be informed by [Thursday, 26<sup>th</sup> March, 2026](#)**

**The selection process and interviews will take place at the school on [week commencing Monday 20<sup>th</sup> April 2026](#)**

Candidates are warmly encouraged to take an informal opportunity to visit the school by contacting [recruitment@evelina.southwark.sch.uk](mailto:recruitment@evelina.southwark.sch.uk) or telephoning the school on [020 7188 2267](tel:02071882267).

Optional group visits are offered on either  
**Monday 9<sup>th</sup> March 8:00am or Friday 13 March 3:00pm**

References will be taken up shortly after shortlisting and prior to interview using the contact details supplied on your application form.

The Governors of Evelina Hospital School are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks in line with Keeping Children Safe in Education, including an enhanced Disclosure and Barring Service (DBS) check. As part of our Safer Recruitment checks, an online search may be carried out in line with Keeping Children Safe in Education.

We welcome applications regardless of race, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.

This post is exempt from the Rehabilitation of Offenders Act 1974.



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