



Headteacher Application Pack

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LETTER FROM THE CHAIR OF THE MANAGEMENT COMMITTEE



Thank you for your interest in working at London East Alternative Provision (LEAP).

We hope you will find all the information you require in the pack to make an informed decision about whether the school is right for you, and you for us. There will be opportunities to visit LEAP in the week beginning September 28th and for shortlisted candidates part of the appointment process will include meeting pupils and staff.

We were proud to be rated 'Outstanding' by Ofsted - immediately preceding the change from one-word judgements. We are looking for a strong leader who shares our values and who can sustain and progress the considerable strengths of the school. We are committed to supporting all the schools in Tower Hamlets, and occasionally, beyond the borough.

In recent years we have expanded beyond our core with growth in the provision of primary, Key Stage 3, post 16 and vocational education. Our priority is to focus on providing the highest quality education including attainment at GCSE and personal development. We track our pupils once they leave us and have an excellent record in enabling our pupils to continue their education and find training or employment.

The rest of this pack lets you know about LEAP, what we are looking for in our Headteacher, the application process, and how to apply.

We wish you all the best with your application and look forward to meeting you.

Best wishes

Alasdair Macdonald

Chair Of the Management Committee



"Pupils settle into life at London East Alternative Provision quickly. Pupils recognise that staff are fair and manage behaviour effectively. This contributes significantly to pupils feeling safe and emotionally secure at school."

Ofsted - June 2024

ADVERT



Organisation	London East Alternative Provision (LEAP) A local-authority, mixed, all-through alternative provision (Primary – Post-16) across sites in Stepney and Bow In Tower Hamlets, plus the Royal London Hospital School.
Salary	Group 7, L34 - L38
Start date	January 2027 (or as agreed with the successful candidate).
Contract	Full-time, permanent.
Location	Tower Hamlets, East London.

An opportunity to lead one of London's highest-performing alternative provisions, and to build on an Outstanding Ofsted judgement with a clear, ambitious programme of further improvement.

London East Alternative Provision (LEAP) is seeking to appoint its next Headteacher. We are looking for an experienced and capable leader who combines high expectations with a strong professional commitment to inclusion, and who is well placed to take LEAP into its next phase of development.

LEAP was rated Outstanding by Ofsted in every category in June 2024 - Quality of Education, Behaviour and Attitudes, Personal Development, and Leadership and Management - an improvement on our previous 'Good' judgement.

This is a significant achievement for the organisation, and the Management Committee is seeking a Headteacher who will build on it, maintaining the highest standards while continuing to develop and refine our provision.

"Leaders have created a school culture worthy of sharing with others. The school ethos ensures a relentless focus on excellent behaviour support, keeping pupils safe, and enabling pupils to achieve the best possible outcomes."

Ofsted, June 2024

ABOUT LEAP

LEAP's vision is Securing Futures. Pupils are referred to LEAP at points of significant difficulty in their education - following a placement breakdown, ill health, a family crisis, or circumstances in which mainstream schooling has, for a range of reasons, ceased to be appropriate. Many arrive with low confidence and low expectations of themselves.

Our role is to provide a structured, ambitious education that enables them to make strong academic and personal progress, whether that leads to a return to mainstream school, a Post-16 destination, or completion of their education with LEAP.

- Ofsted's 2024 judgement of Outstanding across every category confirms the strength of LEAP's curriculum, culture and leadership. The Management Committee is seeking a Headteacher who will consolidate this position and identify the next priorities for improvement.
- LEAP's examination outcomes have consistently and significantly exceeded the national and London averages reported for alternative provision, at a time when attainment in AP nationally remains considerably below that of mainstream schools. Maintaining and extending this record will be a core priority for the role.
- A multi-disciplinary staffing model brings together therapeutic and mental health practitioners, family support workers, key workers and specialist teaching staff, so that pastoral support and academic standards are addressed together rather than separately.
- LEAP operates a broad provision, including a hospital school, a vocational offer, a primary provision as well as a Post-16 provision, and has a track record of developing new approaches to meet the needs of its pupils.
- The organisation is supported by strong governance and well-established multi-agency partnerships across Tower Hamlets, together with a staff team that is stable, experienced and committed to the pupils in its care.

"Coming to London East AP has changed me a lot; it has made me realise a lot of things about myself. During my 5 years in secondary education, London East AP has been the best thing to happen to me. The teachers were like family to me."

Shazna, LEAP school leaver

PERSON SPECIFICATION

Candidates may already be serving as a Headteacher or may be an experienced Deputy or Head of School ready to take on their first headship, in a mainstream school, a special school, or another alternative provision setting. The Management Committee is looking for the following:

- A demonstrable and sustained commitment to working with young people who have experienced significant disruption to their education, and a clear track record of improving outcomes for this group.
- Evidence of securing strong academic and personal outcomes for pupils facing complex barriers to learning.
- The strategic capability to build on an Outstanding Ofsted judgement, identifying the next stage of development for the organisation rather than treating the judgement as an endpoint.
- A rigorous, evidence-informed approach to leadership, with sound knowledge of curriculum, safeguarding, data and accountability, and multi-agency working, and a genuine interest in developing best practice in these areas.
- The resilience, judgement and interpersonal skill required to lead a staff team supporting some of the borough's most vulnerable pupils, and the ability to build trust quickly with pupils, families and partner agencies.

A full Job Description and Person Specification is attached and should be read alongside this advert.



APPLICATION PROCESS

HOW TO APPLY

Application packs are available to download from the TES website and from www.londoneastap.org.uk.

Closing date: Friday 2nd October 2026 at 10am **Interviews: Tuesday 13th October 2026**

Completed application forms should be returned to Kathryn Ryan, School Business Leader at recruitment@londoneastap.org.uk

Prospective candidates are encouraged to visit LEAP and speak informally with a member of the senior team before applying.

Visits can be arranged by contacting Kathryn Ryan, School Business Leader at recruitment@londoneastap.org.uk.

Candidates to visit school Tuesday 28th or Wednesday 30th September 2026 at 3pm.

LEAP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check and satisfactory references.

We welcome applications from candidates who meet this specification and share our commitment to the pupils we serve.



JOB DESCRIPTION

Post: Headteacher

Organisation: London East Alternative Provision

Responsible to: The Management Committee

Salary: Group 7, L34-L38

Duties are to be carried out in line with the conditions of employment set out in the School Teachers' Pay and Conditions Document, the National Standards of Excellence for Headteachers, and LEAP's policies and procedures as agreed with the Management Committee.

MAIN PURPOSE OF THE POST

To provide strategic leadership and day-to-day management of LEAP, securing the highest possible standards of education, safeguarding and personal development for all pupils, and building on the school's Outstanding Ofsted judgement (June 2024) through a clear and well-evidenced programme of further improvement

Main Responsibilities

Strategic Leadership

- Work with the Management Committee to develop and articulate a clear vision for LEAP and translate this vision into an effective development plan.
- Provide strong, visible leadership that secures high standards, high expectations and an inclusive culture across the organisation.
- Lead the school's continued improvement, identifying priorities that build on the Outstanding judgement rather than treating it as an endpoint.
- Represent LEAP effectively to the local authority, partner schools, and other relevant agencies and organisations.

Curriculum, Teaching and Standards

- Secure a broad and ambitious curriculum appropriate to the needs of pupils across the age range, including preparation for further education, training and employment.
- Ensure that teaching, learning and assessment are of a consistently high standard, and that pupil outcomes remain significantly above those typically reported for alternative provision nationally.
- Establish and maintain robust systems for monitoring pupil progress and using data to inform provision.
- Ensure the curriculum and wider offer reflect current statutory requirements and recognised good practice for alternative provision and pupils with special educational needs and disabilities.

Safeguarding and Pastoral Care

- Act as the senior leader with lead responsibility for safeguarding, ensuring that policy and practice meet statutory requirements at all times.
- Ensure that pupils' wellbeing, mental health and personal development are given equal priority to academic achievement.
- Oversee effective multi-agency working with social care, health, youth justice and other partner services.



JOB DESCRIPTION

Leadership and Management of Staff

- Lead, manage and hold to account all staff, fostering a culture of high professional standards, openness and mutual accountability.
- Ensure that staff receive appropriate induction, supervision and continuing professional development.
- Model the standards of conduct and professional practice expected of all staff.

Governance, Finance and Resources

- Develop and sustain an effective working relationship with the Management Committee, providing timely and accurate information to support governance.
- Manage the budget and resources effectively, ensuring value for money and financial sustainability.
- Ensure compliance with relevant statutory and regulatory requirements.

Community and Partnerships

- Build and maintain effective relationships with parents, carers and families to support pupils' progress and wellbeing.
- Develop and sustain partnerships with mainstream schools, the local authority and other alternative provision settings to share and develop good practice.
- Represent LEAP as an outward-facing organisation, contributing to the wider development of alternative provision.

General

- Undertake any other duties reasonably commensurate with the role of Headteacher.

This job description reflects the current requirements of the post. It may be reviewed and amended in consultation with the postholder as the needs of the organisation change.



PERSON SPECIFICATION

Qualifications

1. Qualified Teacher Status.
2. Educated to a degree level.
3. Evidence of a relevant further professional qualification, such as the National Professional Qualification for Headship, or a clear commitment to obtain one.
4. Evidence of sustained continuing professional development relevant to school leadership.

Experience

1. Successful experience at Deputy Headteacher level or above, or equivalent senior leadership experience.
2. Experience of working in an alternative provision, special school, or mainstream school with significant responsibility for inclusion.
3. Experience of leading sustained improvement in pupil outcomes.
4. Experience of successful multi-agency and partnership working, including with social care, health and youth justice services.
5. Experience of leading, managing and developing staff teams.
6. Experience of working with inner-city and diverse pupil and family populations.

Knowledge and Understanding

1. Thorough understanding of safeguarding requirements and statutory guidance, including Keeping Children Safe in Education.
2. Sound understanding of the SEND Code of Practice and the needs of pupils with an Education, Health and Care Plan.
3. Understanding of the particular needs of pupils for whom mainstream education has not been successful, and of effective approaches to re-engagement.
4. Strong understanding of curriculum design and of the elements of effective teaching, learning and assessment.
5. Understanding of the current Ofsted inspection framework and its application to alternative provision.
6. Understanding of school financial management and the principles of achieving value for money.
7. Understanding of relevant employment, education and equalities legislation and its implications for the organisation.
8. Awareness of current national policy and developments affecting alternative provision, and their implications for LEAP.

Skills and Personal Qualities

1. Outstanding leadership and interpersonal skills, with the ability to inspire confidence in pupils, staff, parents and partner agencies.
2. Resilience, empathy and sound professional judgement.
3. The highest professional standards and expectations, for self and others.
4. Strong written and verbal communication skills.
5. Commitment to acting as an exemplary role model to pupils and staff at all times.



VISION, ETHOS & VALUES

Our vision statement at London East Alternative Provision is 'Securing Futures'.

Inclusion is at the heart of our vision, ethos and values. Our constant aims are to:

- Deliver equality and equity for all students that we work with
- Utilise our resources to enable students to make both academic and social & emotional progress.
- Be a place of safety for students
- Create an environment where students are able to learn effectively, in order to be empowered to be able to make better life choices and enjoy success in the future.

To achieve our vision, we prioritise:

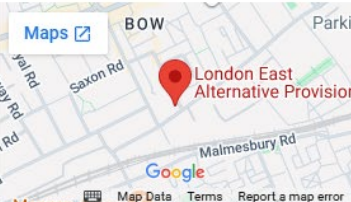
- Accurately assessing current learning abilities.
- Identifying an individual learning pathway, for each student.
- Securing re-integration back into mainstream, wherever possible.
- Ensuring all students make expected or better progress in their chosen pathway across all subjects.
- Ensuring all students have access to post-16 education.
- Supporting our students' social, moral, spiritual and cultural needs.

OUR SITES

From September 2023, we have been operating across four sites. One of these, the Hospital School - based at the Royal London Hospital, Whitechapel - provides education solely to children who are hospitalised there for any significant period. The day-to-day running of this centre is managed largely in-house.

Of our other three sites, the Tredegar Centre in Bow, houses our growing Primary provision, our Individual Tuition provision and our Induction provision. Students attending for Individual Tuition will usually continue to attend the Tredegar Centre for the duration of their time with LEAP. Students attending for induction will usually attend only for an initial first two weeks, following which they will transfer to our Harpley centre, unless continuing within our primary provision

Our Harpley Centre in Stepney Green remains our largest centre, housing all Post-16, the significant majority of our KS4 and KS3 students and our Short-Stay provision.

					
KS3	Individual Tuition/LEAP Primary	LEAP Hospital School	Vocational	6th Form	Harpley
Globe Road, E1 4DZ - 8am-4pm T: KS3 -020 7791 7740 Email Us	Tredegar Centre, Stafford Road, E3 5ET - 8am-4pm T: 0207 791 7755 Email Us	Ward 7D, Royal London Hospital, Whitechapel Rd, E1 1BB - 8am-4pm T: 0203 594 0469 Email Us	110 Globe Road E1 4DZ T: 020 7791 7320 Email Us	Globe Road, E1 4DZ - 8am-4pm T: 020 7791 7747 Email Us	21 Tollet Street, London E1 4EE T: 020 7791 7720/21 Email Us



OUR APPROACH

We offer a multitude of provisions for students who – for whatever reason – are struggling to function in a mainstream school setting.

For particularly vulnerable students – such as school refusers or those who are struggling with social interactions and anxiety-related issues – we offer small, inclusion group teaching that provides a therapeutic environment, coupled with specialist SEN teaching to further support any additional needs.

We also offer bespoke attendance strategies to re-engage students who have become disengaged from education.

We have also been particularly successful at engaging students with extreme anxiety, complex mental health issues, ASD or social care needs that have previously hindered them from both accessing education and from engaging with professional services.

For younger students, we prioritise strategies to support their reintegration back into mainstream schooling, via a bespoke curriculum, specialist behaviour support and assessments for students who are keen to give mainstream another try.

To maximise the likelihood of successful reintegration, we work cooperatively with mainstream schools.

We have an in-house, multi-disciplinary team, which includes specialists in:

- Speech, Language and Communication Needs
- Educational Psychology
- Music Therapy
- Counselling
- CAMHS Therapy
- Family Therapy
- Parental Engagement Team
- Social Care
- In-Depth Assessment of Learning and Behavioural Needs.

To support all students with their learning, we offer both 1:1 and small group literacy and numeracy interventions – and also specialist teaching to support students with a variety of behaviour and learning needs.

Being aware that our students often have not had access to opportunities that other students may have, we address this via partnership working with a variety of external agencies, including:

- Safe East
- Barts Health – NHS
- Headliners
- Spotlight
- Think Forward- ICG links
- Work Experience – with NHS/Business links
- West Ham opportunities
- Equaliteach
- Enrichment: cultural trips/excursions to explore London and the society we live in



OUR CURRICULUM

Post-16 (Harpley)

Our Post-16 provision offers students a long-term progression route into employment, work and training for students who would struggle in a mainstream environment and will benefit from some additional time to get ready for the world of work.

We have excellent work placement links with a number of providers with a real commitment to supporting our students, including:

- NHS
- West Ham United FC
- Think Forward
- Beyond Food
- Power 2
- Earth Music Production

In addition to English, Maths and Citizenship, students have access to an extensive range of options, including Science, Art, Music, ICT, PE, Child Care, Food, Health & Social Care and Business – offering students the opportunity to gain qualifications by offering GCSEs, Functional Skills, BTECs etc.

KS4 (Harpley and Riverside)

Our KS4 provision offers a similar mix of Core Skills (English, Maths, Citizenship, PSHE) and option courses, with the addition of a number of vocational courses such as construction, motorbike engineering, hospitality and catering and bike maintenance.

KS3 and Primary (Harpley)

Our KS3 and Primary provisions are both very much tailored to supporting reintegration to mainstream of as many students as possible, so follows as closely as possible a standard mainstream curriculum.

Creativity and Expression (Harpley, Riverside, Tredegar)

Creative and expressive activities feature very prominently across our curriculum offer to all age groups. Our students generally welcome any opportunity to engage in creative or expressive activities, whether Art, Music, Cooking, PE or Sports.

Individual Tuition (Tredegar)

A significant number of our students are referred to us for individual tuition. These are students who, for whatever reason, need to be taught either individually or in very small groups.

Individual Tuition is run by a highly-experienced team, who carefully match tutors to students.

Induction (Tredegar)

All students referred to LEAP for any period of more than a few days begin their time with us by attending one week of induction – allowing them time to adjust to their new situation and be signposted to the right provision and curriculum pathway.

Short-Stay (Harpley)

Students on Day 6 fixed-term exclusion are referred to our short stay provision. Students on short stay receive appropriate supervision and support from our dedicated staff team, whilst completing work set by their schools.



OUTCOMES

Whilst the outcomes we strive to achieve with our students are about so much more than exam results, we nevertheless remain very proud of our academic outcomes which are improving year on year.

Consistently, over the last 10 years, we entered between 95%- 97% of eligible students for both English and Maths GCSEs as well as Functional Skills exams. Nationally, the figure for students in Alternative Provision was 46%.

Last year, our percentage of students achieving grade 4+ in both GCSE English and GCSE mathematics rose by 5.7% from 4.7 in 2025 to 10.4%. 100% of children achieve a 9-1 in English and 82% in maths – within in these 19% achieved 9-4 in maths and 18% in English.

Alongside this in the last two years, we have increased access to a range of different qualifications for all Yr10-11 students – from English Literature to Earth Music.

On average, our students at KS4 – most of whom come to us with below age-appropriate reading skills – increase their reading age by 2 years from entry to exit during their time at LEAP. Our students also make significant progress when it comes to their attitudes to school and self, as well as the difficulties they experience outside of school. By the time they leave us, our students generally are better able to manage their emotions better, feel less isolated and better equipped to return to a mainstream environment – be that education, employment or training.

In addition, our NEET figures at 7% are significantly lower than the national AP average of 49%, demonstrating that our support for students has considerable impact on their ability to maintain education, employment or training placements once they leave LEAP.



HOME-SCHOOL AGREEMENT

SAFETY

- Students have the responsibility to try to behave in a respectful and non-violent way.
- Staff have the responsibility to support and manage students' needs to keep them as emotionally and physically safe as possible

RESPECT

- Students have the responsibility to treat all staff and other young people with respect
- Staff have the responsibility to respect other staff and young people
- Students and staff have the responsibility to respect personal space and boundaries

KINDNESS AND COMPASSION

- Students have the responsibility to welcome and include all students into the centre
- Staff have the responsibility to support students who are having difficulties
- Staff have the responsibility to listen to and care for all students

COOPERATION

- Students have the responsibility to listen and follow instructions given to them by school staff
- Students have the responsibility to try their best in their learning
- Staff have the responsibility to give students the opportunity to show their talents and work to their strengths
- Staff have the responsibility to recognise positive student choices and individual progress

At LEAP, staff:

- Seize every opportunity to be friendly and positive towards to students
- Avoid any action or behaviour which might seem to discriminate against an individual student or group of students on any grounds
- Avoid making personal remarks which could be regarded as patronising, disparaging or offensive
- Show respect for students' opinions and views
- Show respect for students by alerting them directly to any unacceptable behaviour on their part and giving clear instructions regarded what is required from them
- Maintain a calm and non-confrontational manner with the students.

At LEAP, staff do not :

- Raise their voice
- Shout at students no matter what the circumstances, other than if there is an urgent need to alert students to imminent danger
- Raise matters in public with students which could be more constructively discussed in private
- Swear in earshot of students or use other inappropriate language
- Crowd students or stand physically close to them or lay hands on them without very good reason
- Force students into a corner



"To the LEAP Safeguarding Team: your support at school was incredibly inviting, your work ethics provided an opportunity for the family to be open and honest. It's fair to say that our education systems outside of LEAP need a lot of work, particularly those families who have experienced multiple trauma, structural racism and educational needs. Your environment provided XXX with care and offered them a different experience of the education system. I wanted to thank you for all your effort and hard work. When we say, 'It takes a village to raise a child', this is an example of how it happens. This is a great piece of systemic work."

From a Social Worker at Hackney Children's Social Care

Thank you for your time, we look forward to receiving your application

For more information please email



recruitment@londoneastap.org.uk



www.londoneastap.org.uk

