



Watergate School



Headteacher Application Pack





Headteacher
Watergate School, Lewisham

School group: Group5
Salary: Inner London L25 to L31(a)
(Currently £79,674 - £90,186)
Contract type: Full Time
Contract term: Permanent
Start date: 01/09/2019

Would you relish the challenge to grow our outstanding primary special school?

Watergate School is a forward-looking, foundation special primary school in Lewisham which provides education for children (3-11 years) with severe learning difficulties and a range of complex needs, including profound and multiple learning disabilities and autistic spectrum disorders. Our headteacher is retiring and we are looking for an exceptional individual to lead the school.

Watergate offers a personalised curriculum tailored to individual needs, modified as appropriate, from the National Curriculum, working closely in partnership with our families and multidisciplinary team colleagues to fully support our pupils to achieve their full potential.

There are tremendous opportunities in the near future for the right candidate, with plans under way to increase pupil numbers from 114 to 167 and to build a significant extension to our fantastic premises to extend our outstanding education to more children. The school has a talented and committed team who are ready to work with the new headteacher to support this transformation. We are looking for the right person to provide inspirational leadership through this exciting time and beyond. Moreover, the school's role within the Brent Knoll and Watergate Co-operative Trust is fast developing,

and the new headteacher will play a strategic part in making a tangible difference to the lives of children and young people with SEND outside as well as inside school.

If you are an ambitious senior leader in a special school setting, with a successful track record, then this role offers an excellent opportunity to challenge yourself in a new environment. You must be committed to seeking and embracing inspiring approaches to teaching and learning and to working collaboratively to deliver the exciting expansion plans. Applicants should have the creativity and vision to inspire and lead change and the focus to see it through. You must be confident and approachable, with an optimistic 'can-do' attitude and have the skills to build, lead and motivate effective teams. Above all, you must be passionate about developing the potential of all of our children.

In return, we offer:

- Rewarding, happy and enthusiastic pupils who enjoy coming to school;
- An inspired, dedicated, talented and loyal staff team;
- A friendly, active and committed Governing Body;
- Opportunities for continuous professional development in line with the duties of the post;
- A well-maintained, modern work environment equipped with state-of-the-art facilities;
- A well-managed budget with positive reserves;
- Strong collaborative links with other local special and mainstream schools and a culture of shared experience and inclusivity;
- A supportive local authority.

We strongly encourage you to visit and discover all that a leadership role at Watergate has to offer. Please contact our School Business Manager, Mrs Carly Kennedy, on 020 86956555 to arrange an appointment.

Further details about the school are available from our website: www.watergate.lewisham.sch.uk

Closing date: 8th March 2019 at midday

Shortlisting: 11th March 2019

Assessment and interviews (over two days): 20th-21st March 2019

Watergate School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support children, families and staff at school. All appointments are subject to an enhanced Disclosure and Barring Service check and satisfactory references.



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Letter from Our Chair of Governors

Dear applicant,

Thank you for your interest in the position of Headteacher at Watergate School. I'm incredibly proud to be Chair of Governors at this very special place. At Watergate, pupils' enjoyment of their individual learning and achievement is not only our priority but is fundamental to all we stand for. As our mission statement sums up. "We make a difference to our pupils' lives".

Watergate is justifiably proud of its rating of "Outstanding" from its three most recent Ofsted inspections, yet this is not a school which is content to rest on its laurels. There are always new challenges to embrace. Our long-standing current Headteacher retires this summer and we are seeking a dynamic and ambitious new leader to steer this school through the next exciting phase in its life: a proposed demand-led, on-site expansion of around 50% of the roll, to 167 places by September 2021. In particular, we are looking to appoint an inspirational Headteacher who can:

- Extend our outstanding, individual and holistic education to a significantly greater number of pupils without compromise or dilution;
- Plan, manage and develop an enlarged team of committed staff;
- Build on our collaborative working relationships with other Lewisham special schools and, through our role in the community, become a stronger voice for special education within the borough and the surrounding area;

Our new Headteacher will have not only the backing of a committed governing board, but also the support of a large team of dedicated staff who are passionate about the role they play in improving outcomes for our pupils.

Watergate School and London Borough of Lewisham are fundamentally committed to safeguarding and promoting the welfare of all our pupils, and expect all staff and volunteers to share this commitment. We ensure that our recruitment and selection processes reflect this, with all successful candidates being subject to Disclosure and Barring Service checks along with other relevant employment checks.

I strongly encourage you to visit our wonderful school to experience all that is going on here before submitting your application. Both myself and our current Headteacher, Aine Ni Ruairc, will be delighted to show you around. Please e-mail our School Business Manager, Carly Kennedy on c.kennedy@watergate.lewisham.sch.uk or call on 020 86956555 to arrange a mutually convenient time.

Please note that the interview process will be over two consecutive days. We reserve the right to release, at the end of Day 1, any candidate who will not go through to Day 2.

On behalf of our Governing Body, I very much look forward to receiving your completed application. I wish you the very best of luck.

Yours sincerely,

Ruth Elliott
Chair of Governors



Our Vision and Values

At Watergate we believe strongly that our pupils and our school enrich society. We can see that every child is an exceptional individual who shines with their own light and who has an important contribution to make, and it is our mission and our privilege as a school community to draw this out. Through an understanding of each child's potential, we will support and challenge them to achieve it.

We will do this through

- Helping each child to create, communicate and realise their goals;
- Embracing an ethos of continuous improvement in everything we do;
- Increasing our collaborative links with a range of partners to share, promote and develop excellence;
- Promoting lifelong learning for every child;
- Growing our school without compromise and enriching, rather than diluting, our ethos;
- Educating our wider community and being a beacon for our children to take up a fuller role in society.

We put each and every child at the heart of what we do best. We make a difference to our pupils' lives.

Our values

- Fairness
 - Equality
 - Respect
 - Individual worth
 - Joyfulness
 - Life is to be celebrated in all its diversity
 - Fun
-



Our School



Watergate is a Group 5 foundation primary special school in the London Borough of Lewisham for children between the ages of three and eleven with severe learning difficulties. The school has a significant number of pupils who have a diagnosis of autism, as well as pupils with additional physical and sensory disabilities, and a number of pupils with profound and multiple learning difficulties. The current roll stands at 114. All pupils have an education, health and care plan (EHCP) or are being assessed for an EHCP.

Watergate pupils come from throughout the borough of Lewisham with some also referred from neighbouring boroughs. The pupils reflect the social and ethnic diversity of the greater community in Lewisham. 81.6% per cent of pupils are from families of ethnic minorities, and 40% per cent are in receipt of pupil premium. Watergate's rich cultural diversity is celebrated throughout school life, and in particular through arts and performance, and activities which engage the whole school community. Our annual Community Lunch is one of the highlights of the school year, when families and other stakeholders come to a 'bring and share' lunch to rejoice in the many different cultures all contributing to the life of our school.

The school moved to its current location in 2003: a purpose-built U-shaped building of around 2,800 square metres on a split-level site covering nearly 8,000 square metres in the residential area of Bellingham. It comprises 13 classrooms with associated toileting facilities, smaller group rooms, soft play and recently upgraded sensory rooms, dedicated communication support bases for children with autism, and therapy rooms, as well as a safe space, music and D&T rooms, and a large dining/PE hall.

There is also a specialist learning support base where children with PMLD learn through interactive communication, sensory experiences and discovery, and a hydrotherapy pool providing for the needs of pupils with physical disabilities. This is used as a swimming pool for all pupils. Visiting professionals from the multi-disciplinary team of physiotherapists, occupational and speech and language therapists and special needs nursing team have additional dedicated rooms.

Outdoors there are zoned play areas with specialist play equipment including a playground for pupils with physical disabilities and profound and multiple learning difficulties, and a fully accessible sensory garden with mature trees and an outdoor classroom.



Watergate's greatest asset is its highly dedicated body of enthusiastic, experienced and skilled staff that consistently works hard to ensure our pupils reach their full potential. There are 12 class groups in the school with a minimum of nine pupils in each class, grouped according to both age and particular needs. Staff to pupil ratios are high, with some pupils requiring one to one support. Leadership in key areas of the school is devolved through teaching and learning responsibilities by an experienced team of middle and subject leaders.

Our pupils enjoy a broad and balanced Extended Curriculum at Watergate which includes adaptations of both Early Years Foundation Stage and National Curriculum and is extended to provide the most appropriate learning opportunities and outcomes for each individual child. There is also a broad range of extra-curricular activities such as residential field trips, and visiting visual and performance artists' programmes. This not only ensures that pupils reach their educational goals but also builds their self-confidence and life-skills to support their future progress. Watergate also promotes strong links with mainstream schools, with a number of our pupils benefiting from dual/ link placements with local primary schools in the area. We also work in a soft federation with Greenvale school (Lewisham's secondary school for children with severe learning difficulties) to ensure that our pupils have a smooth and successful transition to the next phase of their education.

We are highly aspirational for our pupils at Watergate, and we continually strive to ensure our school is a centre of excellence in special education. As well as being judged Outstanding by Ofsted for the 3rd time at our last inspection in 2017 (confirming the school had managed to sustain "high levels of provision since 2009") Watergate was also graded 'Outstanding' by Challenge Partners in 2018, and has also been accredited as a 'Centre of Excellence' by the MOVE programme.

Demand for SLD/PMLD school places in Lewisham far outstrips supply, and at Watergate we are mindful of our moral duty to extend the outstanding education we offer to as many children as we can. In an exciting new phase for the school, the local authority has requested us to expand by nearly 50% to 167 places by September 2021 and is funding the construction of an additional 7 classrooms and associated practical spaces in a new building on our existing site. The new head teacher will not only have the opportunity to work in partnership with the governors and the local authority to ensure that the new building and facilities provide the best bespoke environment for our learners, but will also have first-hand input into establishing an expanded staff team with a structure appropriate to the much larger organisation that we will become.



The Quality Assurance review team (January 2018) overall evaluation:

Outstanding



The last inspection (March 2017) judged the school to be outstanding for the third time (2012, 2009).

Ofsted Report, 7th April 2017



Our Pupils







Our Staff

Teachers,
Senior Nursery Nurses, Higher Level
Teaching Assistants, Teaching Assistants
Midday Meals Supervisors

Pupils

Senior
Leadership
Team

Middle
Leadership
Team

Headteacher

Admin
School Business
Manager
Admin Team

Premises
School Business
Manager (p/t)
Health & Safety
Premises Manager
Premises Assistant
Cleaners



Our families

We value the role of parents and carers.

At Watergate School our PSFA (parents, staff and friends association), the Friends of Watergate, is parent-led. It's an opportunity for parents, staff and our community to spend time together in a social setting, and to raise funds for the school. In consultation with the headteacher, an item is selected for the coming year's funding target.

In the past the Friends of Watergate have purchased play equipment, scooters, furnished an outdoor classroom, and paid for the leavers' presents. They hold quiz nights, bingo evenings, and a family fun day in July which is primarily a time for all our families to come together in a relaxed environment and which is well attended by pupils and staff and their families.

Our annual Community Lunch is a highlight of the school year and celebrates all the different cultural cuisines of our school family. Parents, staff and friends all contribute a dish from their culture, and we also open our doors to agencies that we work with, such as the Local Authority, health visitors, charities, nursing team and governors to name but a few, to enjoy getting together around tables groaning with food!



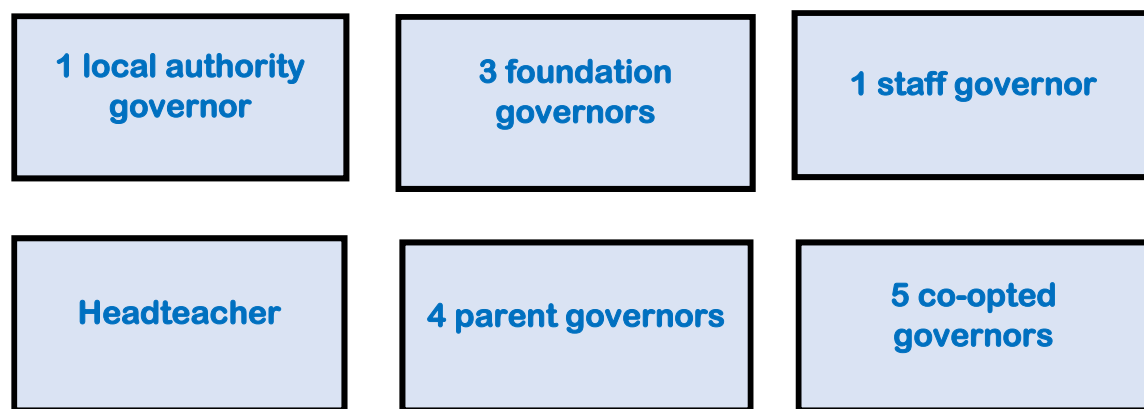
Our Home Learning Curriculum, led by a dedicated teacher with teaching and learning responsibilities for this area, encourages and supports parents and carers to extend our pupils' learning to the home environment through play and work. We communicate on a daily basis with families via the home/school book. Watergate School has an open-door policy and parents and carers are welcome at any time to come and participate in the school day. Parents and carers are invited in each term to discuss progress and expectations for each individual pupil for the coming year. We also hold regular parent workshops on topics such as autism, communication, challenging behaviour, and curriculum.



Our Governors

At Watergate we are very fortunate to have a committed and active Governing Body.

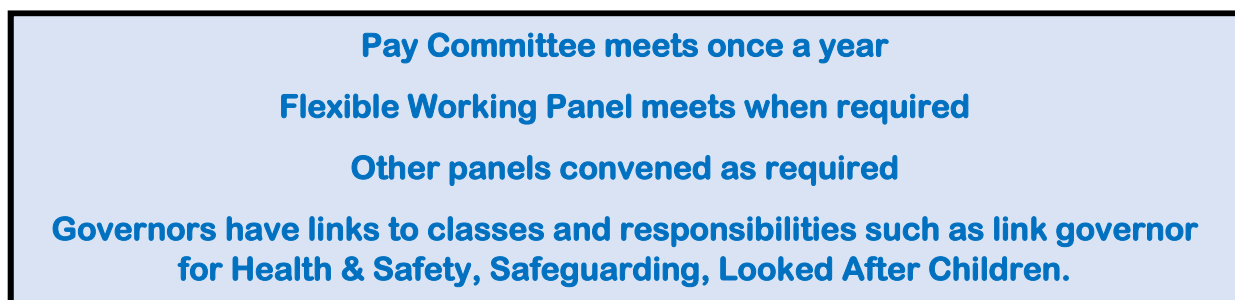
This is an outline of our structure and annual meetings:



Governing Body meets 4 times a year



Committees meet once each per term





Our Collaborative Links

Brent Knoll and Watergate Co-operative Trust

In 2012, Watergate joined forces with Brent Knoll School (a local special all-through school for children with complex social, communication and interaction difficulties including autism) to form the Brent Knoll and Watergate Co-operative Trust. Its aim is to create an exciting, new way to work with our partners and stakeholders (including higher education, social housing, the voluntary sector and the Local Authority) to improve the lives of our children and young people with Special Educational Needs and Disabilities (SEND) and their families, both inside and outside of school. With a changing educational landscape, it is hoped that there will be opportunities for the Trust to play a key role in developing special education in Lewisham in the coming years. We recognise the value in presenting a co-ordinated approach in dealings with the local authority and in ensuring that the voice of children and young people with SEND and their families in the borough is properly heard.

The Trust is working hard to:

- Improve and enhance collaboration between the two schools. Although the pupil cohorts are different in nature, our schools share educational values and approaches. We have a staff working party drawn from both schools which looks at sharing best practice, showcasing each others' talents and running joint creative projects. We strive to develop ourselves as a centre of excellence, support and training for SEND provision in mainstream schools.
- Run out-of-school clubs during school holiday periods. Our children are unable to access mainstream holiday clubs and we strive to combat the sense of isolation and, often, educational regression, that can result from weeks away from the stimulation of the school setting.
- Establish a resource centre for parents, drawing together current information on facilities, schemes, resources and benefits available for children with SEND and their families which can otherwise be difficult to locate and negotiate.

The Trust is currently considering employing a part-time fundraiser to fund these objectives. In addition, as the profile of the Trust is raised and grant funding streams increase, we have the following ambitions:

- To facilitate the provision of post-16 educational opportunities for young people with SEND in the borough of Lewisham;
- To create training and employment opportunities through social enterprise;
- To support independent living including housing.

Under current governance structures, the position of Chief Executive of the Trust rotates between the headteachers of the two schools every two years, with the position of Chair held by the Chair of Governors of the other school in each case.

Watergate and Greenvale Federation

Greenvale School is Lewisham's secondary school for young people with SLD/PMLD and over 90% of year 6 leavers from Watergate go to Greenvale. Since 2007, Watergate and Greenvale Schools have been in "soft" federation. Whilst each school retains its own governing body and leadership team, the schools share best practice, carry out joint moderating tasks and, in particular, work together throughout the school year to ensure that the transition process from primary to secondary school, which can be very difficult for our pupils, is smooth.

Other collaborative working

Lewisham local authority actively promotes a culture of collaborative working between schools. Watergate is a committed member of Lewisham Learning, the schools-led school improvement partnership, and the current headteacher sits on its School Improvement Board, as well as representing special schools at the Lewisham schools' consultative.

We are also a member of Challenge Partners, an education charity through which schools collaborate to improve each other and the education system as a whole, and indeed Watergate leads the Inclusion Hub for Challenge Partners' Southeast London Hub which consists of nineteen schools, both mainstream and special.

Watergate has been awarded National Centre of Excellence status from the MOVE programme (Mobility Opportunities via Education) and the lead for MOVE at Watergate leads training regularly for other schools across the country.

Within the borough, there is a strong ethos of inclusivity, with a number of Watergate pupils attending local mainstream primary schools for half a day or a full day each week, and pupils from local mainstream primary schools attending lessons at Watergate to develop their understanding of every pupil's individuality.





Watergate School

Headteacher Job Description

The Job Description for the Headteacher role is subject to the general conditions for a Headteacher as set out in the National School's Teachers' Pay & Conditions Document (STPCD) and the DfE National Standards of Excellence for Headteachers (2015)

Salary scale: Watergate is a Group 5 school, and governors have set the individual salary range at Inner London L25-L31(a).

Main purpose of the Job

The Headteacher will:

- Place the skills, qualities, knowledge and well-being of all pupils at the centre of every aspect of school life;
- Lead, organise, manage and develop the school in order to promote the highest possible standards, promote achievement and to maximise levels of attainment for all pupils;
- Be accountable to the governors as the principal professional of the school for the leadership and management and for the conduct and day to day running of the school;
- Provide vision, leadership and direction to the staff, pupils and other stakeholders and ensure that the vision for Watergate is clearly articulated, shared, understood and acted upon effectively by all in everyday work and practice;
- Know what school excellence looks like and is able to deliver excellence at Watergate as a self-regulating and self-improving school;
- Has a positive outlook on the impact of the school in the lives of young people and to actively engage with them, with parents and carers, staff, governors and the local community;
- Lead by example and motivate others to create a shared and positive culture;

- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence;
- Lead the school's recruitment and retention strategy in order to appoint and retain high performing teaching and support staff;
- Have an extensive knowledge of relevant educational practice including the Ofsted Framework and maintain that knowledge through personal research, networks and professional development;
- Work strategically within a wider educational context both locally and nationally to successfully deliver the vision for the school;
- Provide continuity in maintaining an Outstanding Ofsted Judgement and commission other external providers to undertake inspections on a regular basis;
- Work in partnership with the Chair of Governors to support the function of the Governing Body, providing leadership and guidance as appropriate.

Pupils and staff

- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and work with relevant agencies to safeguard and protect children;
- Be responsible for promoting and safeguarding the welfare of pupils and implementing robust child protection systems;
- Evolve a structure and environment which meets the complex and changing needs of the pupils;
- Maintain and develop a strong social, moral, spiritual and multi-cultural ethos in the school;
- Promote inclusion and diversity and ensure that it is celebrated;
- Set and expect ambitious standards for all pupils;
- Have rigorous absence management systems in place for pupils and staff;
- Promote individual achievement within a community school setting;
- Be accountable for pupil outcomes and ensure appropriate levels of professional accountability exist for, and are acted upon, by all staff;
- Ensure excellent teaching, learner support and guidance throughout the school;
- Provide a rich and varied curriculum both within and outside the classroom;
- Identify, nurture and promote talent within a learning culture that permeates the whole school and all associated with it;
- Ensure that parents receive regular information about the school curriculum, the progress and achievement of their children and any other matters affecting the school. This aims to promote common understanding of its aims and values and to develop and involve parents in a partnership with the school

Leadership and management

- Ensure that the school's systems, organisation and processes are fit for purpose, efficient, cost effective and upholding principles of transparency, integrity and probity;
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice;
- Support the governing body so that it can carry out its responsibilities effectively-in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance;
- Exercise strategic, sustainable and curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupil achievement both academic and in the wider curriculum;
- Distribute leadership throughout the organisation, establishing clear roles and responsibilities for all staff and building strong and highly effective teams throughout the school by building on the strengths of the dedicated, long standing, stable staff of Watgate;
- Develop a strong senior leadership team structure.

Special Needs

- Ensure that the Code of Practice Requirements are met and that individual Education & Health Care Plans are implemented including identification of needs, individual education Plans and records, reviews and requests for re-assessment as necessary;
- Implement the school's plans to ensure that pupil's needs are fully met, that resources are targeted and their use is monitored and evaluated for best value;
- Support transition planning to facilitate effective provision for pupils when the move to secondary provision;
- Support the development of inclusion in maintained schools;
- Support dual placements for pupils where appropriate;
- Work with the local authority special educational needs team and the NHS nursing Team to support pupils.

The wider setting

- Work collaboratively with the Brent Knoll and Watgate Trust and with Greenvale School, its Soft Federation partner;
- Work collaboratively with the local authority and others on the proposed expansion of the school;

- Create an outward-looking school that works well with other schools, educational providers and the local authority;
- Develop and maintain effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils;
- Inspire and influence others both within the school and the wider community with a clear vision of the importance of learning in young people's lives and its impact on the community.

Health & Safety

- Ensure the safety and security of pupils, staff and visitors and the school site;
- Ensure the implementation and review of health and safety policies;
- Arrange appropriate insurances and review regularly;
- Oversee the safe development of the school site to ensure that it contributes fully to effective learning.

Other

- Undertake any other duty as specified by the School Teacher's Pay & Conditions Document.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

Safer Recruitment and Conditions of Service

Watergate is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We will ensure that all our recruitment and selection practices reflect this commitment. Following safer recruitment procedures, this appointment will be subject to a medical check and enhanced disclosure from the Disclosure and Barring Service along with other relevant employment checks.



Headteacher Person Specification

The panel will assess candidates against the following attributes.

	Essential	Desirable
Professional qualifications and experience	<ul style="list-style-type: none">• Qualified teacher status (QTS) as recognised by the Department for Education• Proven experience as a successful senior leader in a special school setting• Evidence of further relevant professional training and development, such as leadership and management training	<ul style="list-style-type: none">• Holds the National Professional Qualification for Headteachers• Is an existing headteacher or experienced deputy headteacher
Leading teaching and learning	<ul style="list-style-type: none">• Comprehensive knowledge and understanding of a wide range of special educational needs, and of how different children with SEND may learn best• Excellent classroom practitioner who understands the principles underpinning high	<ul style="list-style-type: none">• Has experience of teaching in a culturally diverse environment

	<p>quality special education</p> <ul style="list-style-type: none"> • Sound knowledge and understanding of the wider educational agenda • Proven track record of monitoring, evaluating and improving the quality of teaching and learning • Demonstrates a good understanding of approaches to assessment for learners working below National Curriculum levels • Embraces new technology in education and understands the impact of ICT for the future of teaching and learning 	
Developing self and working with others	<ul style="list-style-type: none"> • Has experience of building and managing successful teams • Has the ability to challenge, influence and motivate others to attain high goals • Has the ability to establish and develop constructive relationships with all stakeholders to achieve the school's aims • Has experience of performance management for 	

	<p>teaching and support staff</p> <ul style="list-style-type: none"> • Has the ability to make difficult decisions and to convey outcomes clearly and sensitively • Proven track record of sustaining and developing a successful culture of collaboration, knowledge sharing and celebrating achievements, and also accepting responsibility for outcomes 	
Managing the school	<ul style="list-style-type: none"> • Experience and knowledge of recruiting and retaining the highest quality staff • Ability to make professional, managerial and organisational decisions based on evidence • Ability to think and plan strategically • Has presence and visibility as a leader, demonstrating optimism and resilience • Is articulate and approachable with excellent communication skills, both verbal and in writing • Has the ability and understanding to manage financial resources 	

	<p>effectively and efficiently, to achieve the school's educational goals and priorities within a culture of best value and ensuring the school's sustainability</p> <ul style="list-style-type: none"> • Is committed to ensuring a safe, secure and healthy school environment for the whole school community 	
Shaping the future	<ul style="list-style-type: none"> • Has the ability to inspire, challenge, motivate and empower others to carry forward a shared vision for continued school improvement • Has experience of school self-evaluation and can describe effective strategies for undertaking this • Has experience of working with a Governing Body or as a governor • Has the determination to create an outward-facing school which works with other schools and organisations in a climate of mutual challenge to champion best practice 	<ul style="list-style-type: none"> • Evidence of successfully managing change

<p>Accountability</p>	<ul style="list-style-type: none"> • Ability to work collaboratively with the Governing Body to secure accountability for school performance and pupil outcomes • Has a good understanding of the role of the Local Authority in a maintained foundation school • Has a good understanding of the role of Ofsted and of its latest inspection framework, and has the ability to prepare staff and evidence • Has a good understanding of available data sets and can clearly interpret, articulate and challenge any findings • Able to use tools such as benchmarking to assess the school's performance and to understand the uses and limitations 	
<p>Strengthening the community</p>	<ul style="list-style-type: none"> • Recognises the value of the role the school plays in the wider community • Able to create and maintain good relationships with other schools, agencies and community groups • Committed to maximising the role 	<ul style="list-style-type: none"> • Has experience of and a commitment of the outreach work carried out by special schools

	the school plays in existing collaborative working relationships	
Personal skills and attributes	<ul style="list-style-type: none"> • Clear and effective oral and written communication skills • Demonstrates genuine empathy with children and with their families • Is a good listener and has a calm approach • Is capable of making reasoned judgements and taking difficult decisions, conveying outcomes clearly, positively and with sensitivity • Is approachable, caring and has a sense of humour • Well-organised, able to plan, prioritise and delegate effectively • Strong people management skills • Strong interpersonal skills and self-awareness • Is able to delegate responsibilities including other leadership roles when appropriate • Has high personal integrity 	<ul style="list-style-type: none"> • Has experience of a range of communication techniques and educational approaches such as PECS, Makaton, Teachh, MOVE etc.

Equal opportunities	<ul style="list-style-type: none"> • Demonstrates a commitment to promoting, implementing and monitoring equal opportunities across all aspects of the school 	
Safeguarding children	<ul style="list-style-type: none"> • Has knowledge, understanding, experience of and commitment to Child Protection, safer recruitment and safeguarding policies and procedures • Is willing to undertake an enhanced Disclosure and Barring Service Check. (Please note that a conviction may not exclude candidates from employment but will be considered as part of the selection process) • Has fully supportive references 	



How to apply

The position

The vacant post is for a Headteacher at Watergate School to start September 2019. This is a full-time position and the salary will be in the range Group 5: L25 to L31(a) depending upon the skills and experience of the successful candidate.

Timetable

Closing date: Friday 8th March 2019 at mid-day

Shortlisting: Monday 11th March 2019

Interviews: Wednesday 20th and Thursday 21st March 2019

The candidates selected for interview will be informed on Monday 11th March after shortlisting. If you have not heard from us by Tuesday 12th March, you should assume you have not been shortlisted. Full details of the interview programme will be provided. Please note that, under the guidelines of Safer Recruitment, we will require references before beginning the interview process.

Application

You are invited to submit an application that aligns to the requirements set out in the person specification to our School Business Manager, Carly Kennedy on c.kennedy@watergate.lewisham.sch.uk. Please note, we will only accept applications with a completed application form. CVs on their own will not be considered. Visits to the school are warmly welcomed and you are invited to contact Carly Kennedy via our School Office on 020 8695 6555 to arrange a time.

Location

Lushington Road, Bellingham, London SE6 3WG
