

DEPUTY HEADTEACHER INFORMATION PACK MARCH 2026



Proudly part of





Ravenstone
PRIMARY SCHOOL

Dear Colleague

We are delighted that you are interested in the position of Deputy Headteacher at Ravenstone Primary School, a proud member of Wandle Learning Trust.

Ravenstone is a diverse, thriving school where pupils are supported through a balanced combination of academic rigour, enrichment and wellbeing. We strive to inspire every child to be the best version of themselves and to prepare them as well-rounded, effective members of society.

We are looking for a knowledgeable and nurturing Deputy Headteacher with a great track record of building strong and purposeful relationships with staff, children and families. With developments including a brand-new Nursery building, the Forest School curriculum and opportunities for partnership and development

within our growing Trust, it's an exciting time to join us. If you are ready to support Ravenstone in its next stage of development, we look forward to hearing from you.

Please contact Mark Siswick on recruitment@wandlelearningtrust.org.uk for an informal chat or to arrange your visit to Ravenstone Primary School.

Sian Mathias
Chair of Trustees,
Wandle Learning Trust

Silvia Pani
Chair,
Ravenstone Primary Local
Academy Committee

As a Deputy Headteacher working within Wandle Learning Trust you will be part of a senior leadership team who have the autonomy to make decisions in the best interests of your pupils and their families, while sharing our strategic vision of an outstanding education for all – no excuses.

Our 10 Trust schools serve pupils aged 3 to 19 from a diverse range of backgrounds. Collaboration and best-practice sharing within and across phases and subject areas enriches the curriculum at each school. It also offers excellent professional development for our Headteachers and their staff teams. Our bespoke school improvement model means that you will benefit from meaningful, supportive professional relationships with peers from across the Trust.

Inclusion runs as a guiding principle through everything we do, underpinning all of the strategic priorities in our five-year Trust Development Plan.

Uniquely amongst multi-academy trusts, Wandle Learning Trust incorporates a Teaching School plus Maths and English Hubs and a market-leading DfE-validated SSP, Little Wandle Letters and Sounds Revised.

Our dedicated teacher and curriculum development arm, Wandle Learning Partnership,



supports our Hubs to meet both the requirements of our commissioners, the Department for Education, and the development needs of the Trust itself. All our Trust Deputy Headteachers have the opportunity to shape and deliver this work, as well as benefiting from sector-leading CPD within their own school.

We hope the above has given you a good flavour of the opportunities on offer as a Deputy Headteacher within our Trust and we look forward to receiving your application.

Mark Siswick MBE and **Christian Kingsley**
Co-CEOs, Wandle Learning Trust



About our School

Ravenstone is a community primary with a Nursery in the heart of Balham, south London. Ours is an inclusive school where we are determined that all pupils, of all abilities, get the high quality of education they deserve.

We care deeply about developing the whole child and do this by ensuring that our six core values are truly instilled across all aspects of school life and deeply understood by all children.

As well as ensuring inclusive provision within each of our

classrooms, we offer places for up to 18 children on the autistic spectrum in our specialist hub, The Hive.

In common with schools across Wandle Learning Trust we are committed to evidence-informed practice. We work closely with the Trust's English and Maths Hubs to ensure that both our subject knowledge and pedagogy is robust.

Across all subjects we ensure that teachers are well-equipped to support all pupils, including the higher attainers who need stretch and challenge. Our

latest results are testament to the effectiveness of this inclusive approach.

We follow a mastery approach to maths using the NCETM prioritisation materials. For phonics and early reading, we use the Trust-developed SSP, Little Wandle Letters and Sounds Revised. To support children's SEMH needs, we use the PATHS PSHE scheme.

Our expansive site provides plenty of opportunities for learning experiences, including the Wild Place (a greenhouse and growing area), a large enclosure for the school chickens and a well-equipped outdoor area that Nursery and The Hive use during their Forest School sessions.

We place great emphasis on physical activity, as we know how important it is for children's wellbeing, developing a sense of self and learning how to work with others. As well as carefully planned lessons, we also have a wide variety of activities on offer at lunchtime and in clubs.

We also take part and offer a range of specialist sports coaching. Our inclusive ethos means that there are activities on offer for children of all abilities.





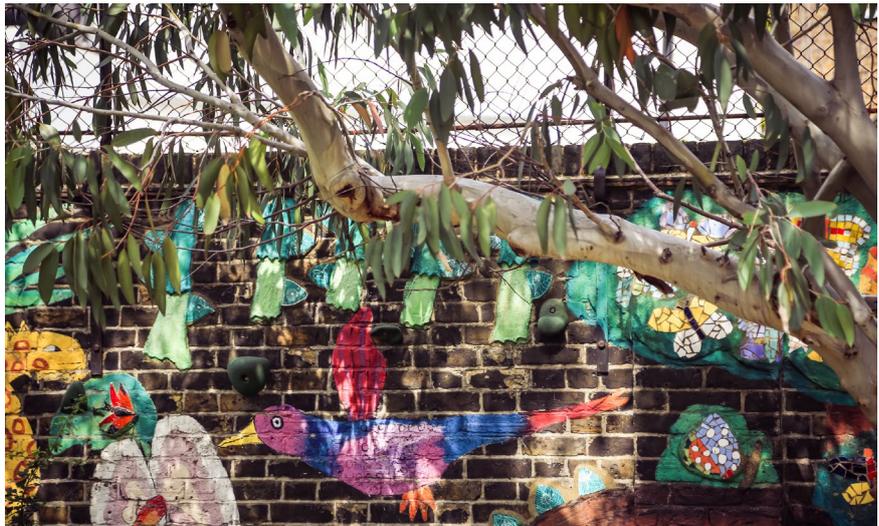
We value pupil leadership and there are well-developed opportunities for children to get involved in roles such as Rights Respecting Ambassadors and Eco Council members.

We are fortunate that our active parent community plays a full role in supporting their children in all aspects of school life. Our thriving parents' and carers' association, Friends of Ravenstone, organises social events and raises funds for the school.



Recently, funds have been used to buy PE equipment, restock the library with high quality representative texts and invite special author guests into the school to inspire the children.

We welcome volunteers from both the parent body and the local community to help in the school with reading, gardening and chicken club.



Everyone is encouraged to make a positive contribution to the wider community; on a local level, the school council recently organised a collection for a nearby foodbank.

Our aim is for each child to leave our school having developed as a confident, caring and determined individual who has excelled academically and reached their full potential. We believe it is this careful balancing of regard for achievement, enrichment and wellbeing that makes Ravenstone so special.



About the Trust



As part of Wandle Learning Trust, Ravenstone Primary School enjoys the support of our teacher and curriculum development arm, Wandle Learning Partnership. Our Partnership consists of Department for Education designated Teaching School, English and Maths Hubs.

As well as supporting schools both regionally and nationally, our Partnership offers unique opportunities to all Trust staff to develop their subject and leadership skills. Each of the Heads within our schools has the opportunity to shape and deliver high-profile school improvement work that benefits their own school, as well as hundreds of others.



London South West Maths Hub is also part of Wandle Learning Trust, working in partnership with Belleville Primary School. The Hub - run out of Chesterton Primary School - is one of 40 Maths Hubs across the country. This means that Ravenstone Primary School staff and pupils benefit from the support of consistently outstanding maths provision.



The London South West Maths Hub supports schools in five boroughs (Wandsworth, Merton, Sutton, Kingston, Richmond) through a range of national and local projects each year. The core purpose of the Hub is to engineer a school-based support network to develop mastery style teaching at all levels of education.

EnglishHubs

Wandle at Chesterton Primary

Ravenstone Primary School staff and pupils also have the support of Wandle English Hub - a status awarded to Chesterton Primary School on account of outstanding English teaching and learning. The Hub works with 16 boroughs across London, supporting schools to achieve excellence in early literacy teaching.



Working across Merton, Wandsworth, Richmond and Kingston, Wandle Teaching School Hub is one of the longest-established hubs in the country with a reputation for excellence. From the Early Career Framework, through to NPQs, the Hub partners with UCL to offer targeted professional development and support at all career stages.



Little Wandle is our partnership with Little Sutton Primary School to create high-quality, evidence-informed literacy programmes to support educators to reach every child, no matter their starting point or background. Our primary programme, Little Wandle Letters and Sounds Revised is used by almost 6,000 schools across England, including Ravenstone Primary School.

Job Description

Position: Deputy Headteacher
Grade: L9 to L13
Responsible to: Headteacher

The core purpose

The core purpose of the Deputy Headteacher is to provide professional leadership in the management of the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. The Deputy Headteacher must play a lead role in establishing a culture that promotes excellence, equality and high expectations for all pupils. The Deputy Headteacher is a leading professional in the school, accountable to the Headteacher. The Deputy Headteacher assists in providing vision, leadership and direction for the school and helps to ensure that it is managed to meet its aims and targets. Working with the Headteacher and others, the Deputy Headteacher will support evaluation of the school's performance to identify the priorities for continuous improvement and raising standards, ensuring equality of opportunity for all and developing policies and practices. The Deputy

Headteacher will take a shared responsibility for creating a productive learning environment which is engaging and fulfilling for all pupils.

Job Role

To play a major role under the direction of the Headteacher in implementing the vision, aims and objectives of the school and establishing the policies through which they are achieved. Be responsible for assessment across the whole primary school. Proactively manage support staff and resources. Take full responsibility for the school in the absence of the Headteacher. Carry out the professional duties of a teacher as required. Be responsible for key areas of subject leadership/school improvement as directed by the Headteacher. Take responsibility for child protection issues with the role of Duty Designated Safeguarding Lead (DDSL). Take responsibility for promoting good behaviour within the school. Carry out the duties of a school teacher and Deputy Headteacher as set out in the School Teachers' Pay and Conditions Document.

Strategic Vision and Direction: Shaping the Future

- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Demonstrate the vision in your everyday work and practice.
- Motivate and work with others to create a shared culture and positive climate.
- Ensure that strategic planning takes account of the diversity and experience of the school and community.
- Take a leading role across the whole school, in the light of new and emerging research, to enhance and extend the learning experience of pupils.

Leading Learning and Teaching

- Demonstrating consistent application of all school policies and providing an exemplar model of the application of policies in your practice where appropriate.
- Research and lead creative and imaginative ways of anticipating and solving problems and identifying opportunities that will enhance the quality of education across the school.
- Demonstrate a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Monitor, evaluate and review classroom practice throughout the school and promote improvement.
- Challenge underperformance at all levels and provide support to improve performance.
- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Work closely and in collaboration with colleagues within Wandle Learning Trust to share best practice.





Developing Self and Working with Others

- Through a visible presence on a day-to-day basis and at school events, create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- On a day-to-day basis, provide guidance and leadership to ensure the highest possible standard of pupil care, record keeping and communication.
- Take a lead role in managing pupil behaviour across school and additionally by consistently modelling and implementing the agreed policy for pupil behaviour.
- Take a lead role in the pastoral care of all staff by supporting the Headteacher to develop positive working relationships and sustain motivation, with and between all staff.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Support the Headteacher in ensuring effective planning, allocation, support and evaluation of work is undertaken by teams and individuals, ensuring clear

delegation of tasks and devolution of responsibilities.

- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- Regularly review own practice, set personal targets and take responsibility for your own personal development.
- Manage own workload and that of others to allow an appropriate work/life balance.

Managing the Organisation

- Undertake full responsibility for all matters relating to the school in the absence of the Headteacher.
- Help all staff to understand and fulfil their statutory responsibilities through observation, feedback, support and modelling.
- Line manage and act as Performance Management reviewer for staff identified by the Headteacher.
- Support the Headteacher in developing and maintaining high morale and confidence amongst all staff and set an example of high professional standards and leadership.

- Support the Headteacher to ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all provide value for money.
- Communicate relevant information to all staff in a timely and organised manner.
- Undertake other reasonable duties related to the day-to-day administration of the school as requested by the Headteacher.

Accountability

- Attend Senior Leadership Team Meetings and half-termly meetings of the Local Academy Committee (LAC) to support the Headteacher in providing information and advice regarding specific areas of responsibility.
- Support in the development and presentation of a coherent, understandable and accurate account of the school's performance to a range of audiences, including LAC members, parents and carers.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Fulfil all commitments arising from contractual accountability.



Person Specification

Category	Essential	Desirable
Qualifications/ Professional Development	<ul style="list-style-type: none"> • Qualified teacher status. • Evidence of continuing professional development relating to school leadership and management, and to curriculum/teaching and learning. 	<ul style="list-style-type: none"> • Ability to identify own learning needs and to support others in identifying their learning needs.
Experience	<ul style="list-style-type: none"> • Successful experience of leading one or more subject areas. • Accomplished teaching experience at a successful level. • Successful experience in a leadership and management role. 	<ul style="list-style-type: none"> • Postgraduate level qualification. • Additional leadership qualifications including NPQs. • Experience of leading/ coordinating professional development opportunities.
Strategic Leadership	<ul style="list-style-type: none"> • At least five years' successful teaching experience in the primary age range. • Experience of working with children with a range of SEND. • Experience of working with other schools/ organisations/agencies. 	<ul style="list-style-type: none"> • Teaching experience in at least two of the three key stages. • Curriculum leadership in one or more core subjects. • Experience of teaching in more than one school. • Experience of leading Teaching and Learning or having a lead practitioner role.
	<ul style="list-style-type: none"> • Ability to articulate and share a vision of primary education within the context of the school's values and vision. • Ability to inspire and motivate staff, pupils, parents and LAC members to achieve the aims of the school. • Evidence of successful strategies for planning, implementing, monitoring and evaluation of the school. • Ability to analyse data and reports, develop short-, medium- and long-term strategic plans, set targets and monitor/evaluate progress towards these. 	<ul style="list-style-type: none"> • Knowledge of what constitutes good quality in educational provision, the characteristics of effective schools and strategies for raising standards and raising the achievements of all pupils. • Understanding of, and commitment to, promoting and safeguarding the welfare of pupils.
		<ul style="list-style-type: none"> • Knowledge of the role of the LAC. • Evidence of having successfully translated vision into reality at whole school level.

Category	Essential	Desirable	
Teaching and Learning	<ul style="list-style-type: none"> • A secure understanding of the requirements of the National Curriculum and Early Years development. • Knowledge and experience of a range of successful teaching and learning strategies used to meet the needs of, and to provide inspiration to, all pupils. • A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning. 	<ul style="list-style-type: none"> • Experience of effective monitoring and evaluation of teaching and learning and of providing appropriate challenge and support. • Secure knowledge of statutory requirements relating to the curriculum and assessment. • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management. 	<ul style="list-style-type: none"> • Understanding of successful teaching and learning across the entire curriculum across all key stages. • Successful experience of creating an effective learning environment and of developing and implementing policies and practices relating to behaviour management. • Whole school curriculum leadership.
Leading and Managing Staff	<ul style="list-style-type: none"> • Experience of working and leading staff teams. • Ability to both challenge and support colleagues to raise standards throughout the school. 	<ul style="list-style-type: none"> • Ability to delegate work and support colleagues in undertaking their responsibilities. • Experience of supporting the professional development of colleagues. • Positive and ambitious leadership of middle leadership/phase leaders. 	<ul style="list-style-type: none"> • Experience of working with LAC members to enable them to fulfil whole school responsibilities. • Successful involvement in staff recruitment, appointment/induction. • Experience of mentoring ECTs and university students on placement. • Experience of delivering training and of leading staff meetings. • Experience of delivering regular feedback to colleagues in a way which translates to a tangible impact upon the learning of pupils.
Accountability	<ul style="list-style-type: none"> • Ability to communicate effectively both orally and in writing with a range of audiences – e.g. staff, pupils, external agencies, parents, carers, LAC members, Wandle Learning Trust colleagues and the wider community. • Enthusiasm for attending and participating in events that involve and strengthen links with the wider community e.g. Ravenstock, Ravensnow. 	<ul style="list-style-type: none"> • Experience of effective whole school self-evaluation and improvement strategies. • Ability to provide clear information and advice to staff and LAC members. • Secure understanding of current practice in performance management, including capability. 	<ul style="list-style-type: none"> • Experience of delivering forward thinking and innovative projects. • Familiarity with costing development plans and of working within budgets.
Skills, Qualities and Abilities	<ul style="list-style-type: none"> • High quality teaching skills. • Strong commitment to the school values vision. • Ability to implement the school's vision and to create a shared culture reflecting the school's ethos. • Ability to take on the day-to-day running of the school, when required. • High expectations of pupils' learning in relation to both progress and attainment. • Strong commitment to school improvement and raising achievement for all. • Strong team player with the ability to build and maintain good relationships on all levels. 	<ul style="list-style-type: none"> • Ability to remain positive and enthusiastic when working under pressure. • Ability to organise work, prioritise tasks, make decisions and manage time effectively. • Empathy with, and genuine enthusiasm for, working with children. • Excellent communication skills, including presenting and leading assemblies and staff meetings, as well as parent information meetings. • Excellent interpersonal skills. • Stamina and resilience. • Sense of humour. • Effective ICT skills. 	<ul style="list-style-type: none"> • Experience in leading areas of wider school life.



Deputy Headteacher

Salary - L9 to L13 (£72,857 to £79,384)

Start Date – September 2026

Are you ready to be part of the senior leadership team in an inclusive, primary school as part of a growing multi-academy trust?

Ravenstone Primary is a community school in the heart of Balham, south London.

Are you an enthusiastic, experienced and visionary leader ready for your next challenge?

Our school is looking for an knowledgeable and nurturing Deputy Headteacher with extensive curriculum knowledge and a commitment to quality first teaching. You will have at least five years' teaching experience across the primary phase and will have led whole-school initiatives.

Are you committed to collaboration and driving up standards for all?

In addition to the opportunity to work with highly rewarding children, we can offer you:

- Extensive opportunities for personal development through our Teaching School, English and Maths Hubs, including playing a leading role in regional and national school improvement.
- The autonomy, as part of a senior leadership team, to develop your curriculum in the best interests of your school community.
- A genuine partnership with like-minded, innovative school senior leaders to support school level, as well as Trust-wide, school improvement.

For further details and to apply please visit our website at wandlelearningtrust.org.uk/work-with-us

Closing date for applications: 9am Friday 20th March.

Interviews: Wednesday 25th March.

We strongly encourage you to arrange a school visit in the week of 9th March. Please contact Francis O'Kane on head@ravenstoneprimary.org.uk for an informal chat or to arrange a visit.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS check.



Contact us

**Ravenstone
PRIMARY SCHOOL**

Ravenstone Street, Balham, SW12 9SS

Email: recruitment@wandlelearningtrust.org.uk

ravenstoneschool.co.uk | wandlelearningtrust.org.uk