

RECRUITMENT INFORMATION PACK



Watling View School, Watling View, St Albans, AL1 2NU

"Be Kind, Be Safe, Be Responsible, Be The Best You Can"

Welcome from the Head Teacher

Dear Applicant

Thank you for your interest in our vacancy.

Watling View School is a maintained special school in St Albans, Hertfordshire. The school caters for 115 pupils, from 2-19 years, with a wide range of complex and profound learning difficulties. These include severe autism, complex medical conditions, physical and mobility difficulties, as well as severe developmental delay.

We are passionate about our vision, which guides us in all that we do for our pupils.

"Watling View - Be kind, Be responsible, Be the Best You Can"

Please apply for the position using the Teach in Herts website by completing the online application via the yellow "Apply for this Job" button in the top right hand corner of the advert. Please ensure all fields are answered fully. CV's are not accepted.

Please note, all employment history must be covered on the application form and any gaps in employment must be explained.

Visits to the school are highly recommended and can be arranged by calling Jo Roberts, School Business Manager, on 01727 850560 #6.

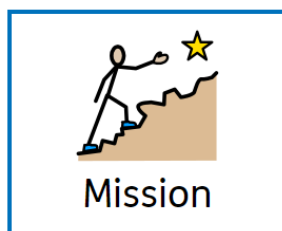
I look forward to receiving your application.

Yours sincerely



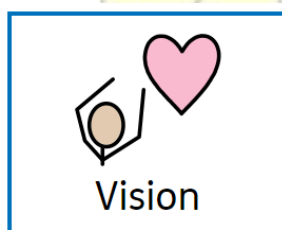
Andy Scott, Head Teacher

Watling View Mission Statement, Pupil Vision and Values



Mission

Our mission at Watling View is to provide each and every pupil with personalised learning opportunities alongside broad and enriching learning experiences which enable all pupils to be happy, confident learners who are able to express themselves and be as independent as possible so each individual is prepared for their adult life and can be the best they can.



Vision

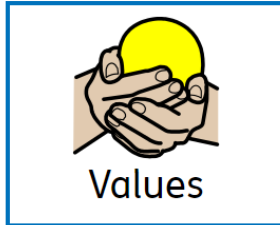
At Watling View, we strive to develop confident, independent individuals by providing inspirational learning opportunities which enable individuals to reach their full potential in their social, life, communication, independence both in school and in the wider community.

Watling View will provide pupils the opportunity to thrive and develop by

- Looking at each pupil as an individual learner and provide a curriculum that is rich in individual learning opportunities.
- Providing a safe, happy and nurturing environment.
- Providing opportunities that are fun, exciting and utilise on-site and off-site learning experiences.
- Providing a warm and welcome environment in which each individual is celebrated and recognised for who they are.
- Having a curriculum that is rich and stimulating with a breadth of learning experiences and opportunities that promote pupil communication and independence.

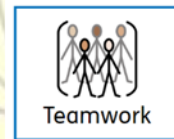
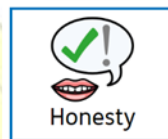
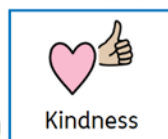
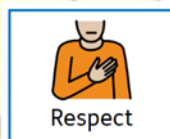
“Be Kind, Be Safe, Be Responsible, Be The Best You Can”

- Provide opportunities and teach pupils how to support their own emotional wellbeing.
- Working collaboratively with parents and professionals.

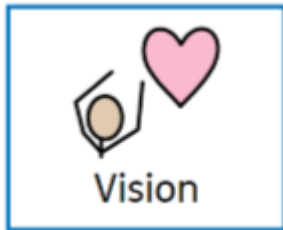


Values

The values we have for every member of the Watling View Community are:



Watling View Staff Vision and Achievement



Watling View will provide staff the opportunity to thrive and develop by:

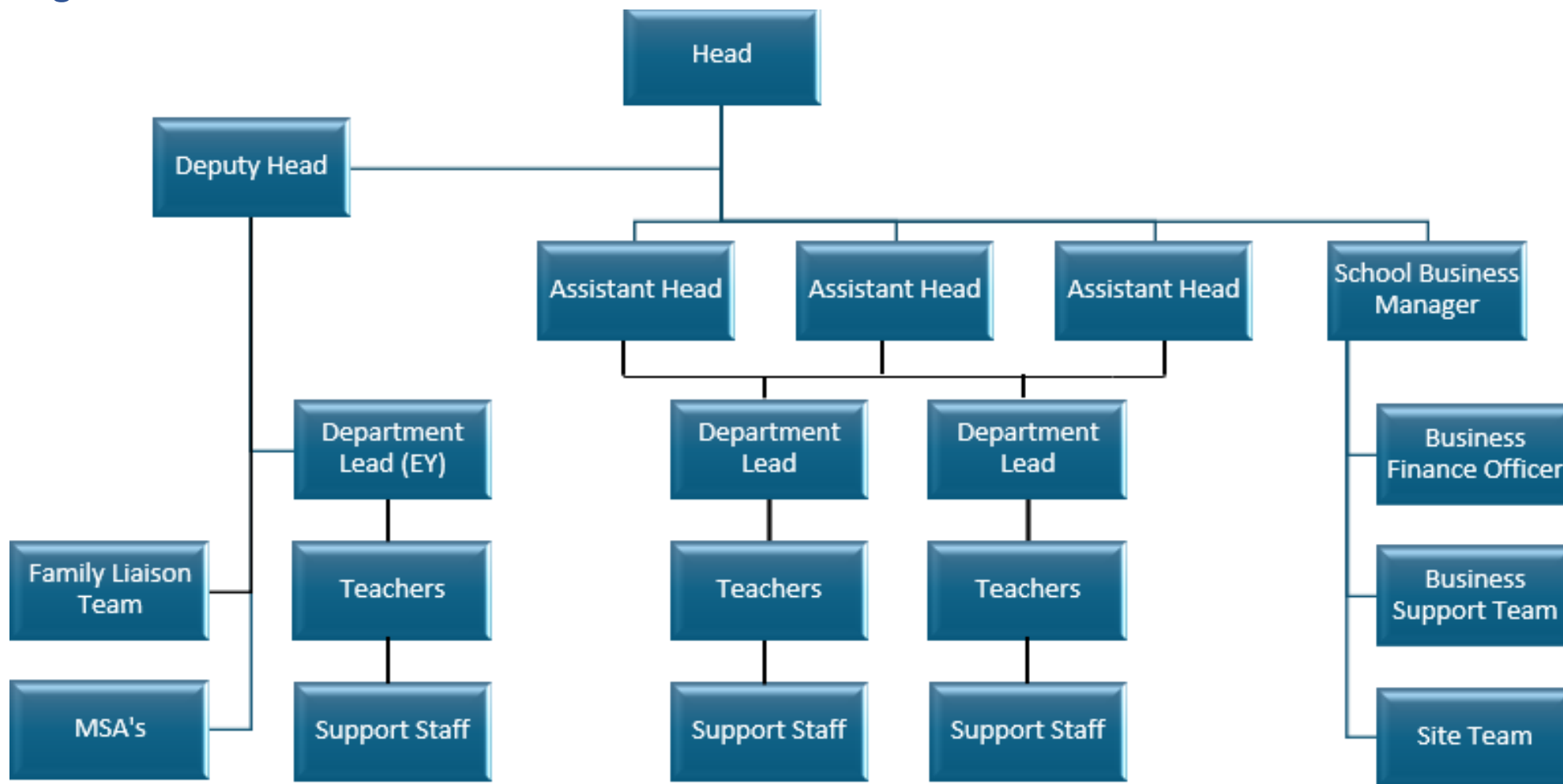
- Providing a variety of CPD which supports the continued learning and development of staff.
- Provide a safe, happy and nurturing environment.
- Hold open minded conversations with staff which support and promotes reflective thinking.
- Recognising and celebrating our diversity and uniqueness of each and every individual at Watling View.
- Listening to staff and provide opportunities for staff to try new ideas.
- Working collaboratively with all colleagues for the continued improvement of pupil outcomes.



To achieve our mission and vision staff will:

- Work together for the common goals of our pupils and school.
- Be focussed on the pupils.
- Have a can do attitude.
- Be a positive role model for the pupils and school.
- Treat each other with respect and value each other.
- Set high aspirations for our pupils.
- Treat each other with respect and value individuality and differences.
- Look to seek solutions to any problems positively and professionally.
- Celebrate the success of our pupils and each other

Organisation Structure



Watling View Offer

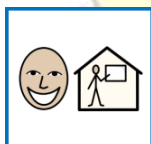
We are very proud of our:

- Extraordinary pupils
- Innovative, dedicated staff
- Excellent support and encouragement from Governors and the Senior Leadership Team
- Varied and superb quality professional development (CPD)
- School community that continually strives to improve
- Ethos of focusing on positive learning behaviour and high expectations for all pupils and staff

We can offer you:



Up to 115 amazing children and young people



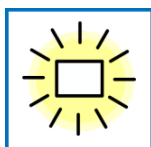
A warm, positive environment



A supportive team



A school that continuously seeks opportunities to improve



A new starter induction programme



Membership to Herts Rewards, our employee benefits scheme including discounts and cashback for high street shops and online shopping



Subscription to our comprehensive Healthcare and Wellbeing package



High quality, varied and ongoing professional development programme (CPD)



Extensive sick pay from the 1st day of absence (after 6 months service)

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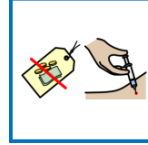
Generous pension provision



Cycle to Work salary sacrifice scheme



Clear annual calendar and timetables



Free annual flu jab



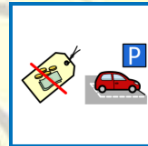
Optional Childcare Vouchers scheme



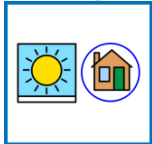
Free school Christmas lunch



Annual appraisal programme



Free on-site car park



Annual Occasional Day



Various staff social events during the academic year



Long Service Awards

Job Advert

Deputy Head

Location: Watling View School, St Albans, and will also include spending time at our new Potters Bar site when this is open

Full Time from September 2026 | Salary: L17 – L21

Closing Date: Wednesday 29th April 2026 at 5:00pm

Shortlisting Date: Thursday 30th April 2026

Interview Date: Thursday 7th May 2026

Are you an experienced leader looking for your next challenge? Watling View School is seeking a passionate and dynamic Deputy Headteacher who has extensive knowledge of supporting learners with SLD and PMLD to join our dedicated team and help drive our school forward.

Watling View is a school for young people aged 2-19 with severe and profound learning difficulties. Our aim is to support every individual so that that can be the best they can and are prepared for their life beyond Watling View School.

Watling View is about to embark on an exciting opportunity to grow in capacity. During the 2026 – 2027 academic year we are going to be opening a 32 place satellite provision in Potters Bar.

As Deputy Headteacher, you will:

- Provide both strategic and operational direction for the school
- Oversee the daily organisation and ensure the smooth running of the school
- Lead on ITT and ECT programmes, supporting the next generation of teachers
- Act as the Safeguarding Lead, ensuring the highest standards of pupil welfare
- Lead on developing teaching across the school
- Serve as a key link between educational and therapy teams
- Support recruitment, retention, and staff development including leading on staff induction
- Lead on the annual review process making sure the school continues to fulfil its statutory responsibilities
- Lead and contribute to strategic improvement and quality assurance initiatives
- Deputise for the Headteacher as needed
- Lead on PSHEEC and Personal Development
- Lead on another school development area, tailored to your strengths
- Work alongside the FLA to promote positive home to school relationships
- Teach a small number of lessons as agreed with the headteacher.

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What we offer:

- A new starter induction programme
- Membership to Herts Rewards – employee benefits scheme with discounts and cashback
- Comprehensive Healthcare and Wellbeing package
- Ongoing professional development (CPD)
- Generous pension provision
- Various staff social events throughout the year
- Optional Childcare Vouchers scheme
- Annual appraisal and Occasional Day
- Free on-site car parking

Safeguarding Commitment:

Watling View School is committed to safeguarding and promoting the welfare of children. All posts are subject to enhanced DBS and reference checks.

Diversity Commitment:

We are committed to creating a diverse workforce and welcome applications from all qualified individuals, regardless of background.

Ready to make a difference? Apply today and join a thriving, supportive school community!

Application:

Visits to the school prior to application are **highly recommended**. Please call Jo Roberts 01727 850560 #6 to arrange an appointment. You can visit our website www.watlingview.herts.sch.uk.

Please contact the school office for further information and to talk to the Head Teacher. Applications can be made online at www.mynewterm.com or www.teachinherts.com. Please do not send CV's as they will not be considered. No agencies.

Job Description

Purpose of the Role:

The Deputy Headteacher will play an instrumental role in the ongoing development of Watling View School and will be pivotal in both the strategic and operational direction for Watling View School, supporting the school to achieve its aims. The postholder will lead on a range of areas outlined below.

Key Responsibilities

- Provide strategic and operational direction, supporting the school's vision and aims
- Lead on the day-to-day organisation of the school, including staff distribution and ensuring the smooth running of daily operations
- Lead on Initial Teacher Training (ITT) and Early Career Teacher (ECT) programmes, including developing and implementing support programmes
- Act as the designated Safeguarding Lead, ensuring robust safeguarding policies and practices
- Lead the whole school teaching and learning strategy, developing and improving teaching across the school
- Provide a key link between the education staff and the therapy team, facilitating effective communication and collaboration
- Support the recruitment and retention of staff, contributing to a positive and supportive work environment including leading the induction programme
- To lead on the whole school annual review process, ensuring statutory requirements are fulfilled
- Contribute to, and lead, areas of strategic improvement and school-wide evaluation
- Take an active role in the school's quality assurance programme, including leading on specific areas as agreed
- Deputise for the Headteacher in their absence
- Lead on another agreed area of school development, based on the postholder's skills and knowledge
- Contribute to other collective and whole-school responsibilities, as required
- Lead on the PSHEEC curriculum and area of personal development
- To work collaboratively alongside the school's Family Liaison Advisor to promote positive home to school communication and working relationships.
- To undertake any professional duties reasonably delegated by the Headteacher.
- The successful candidate will teach a small number of lessons as agreed with the Headteacher.

Person Specification

Qualifications and Training:

- Qualified Teacher Status (QTS)
- Evidence of ongoing professional development relevant to leadership and management

Experience:

- Significant teaching experience, for pupils with severe and profound learning difficulties
- Experience of managing and leading teams, including at middle and senior leadership level
- Experience in safeguarding and child protection
- Experience of implementing and evaluating school improvement initiatives

Skills and Knowledge:

- Strong knowledge of current educational legislation and guidance
- Excellent organisational and communication skills
- Ability to lead and manage change effectively
- Sound understanding of safeguarding and child protection requirements
- Ability to build and maintain effective working relationships across teams
- Skilled in developing and delivering staff training programmes
- Knowledge of effective teaching, learning, and assessment strategies

Personal Qualities:

- High expectations for all pupils and staff
- Commitment to upholding and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Integrity, honesty, loyalty, and fairness
- Flexible and adaptable approach
- Commitment to equality and diversity
- Commitment to maintaining confidentiality
- Full UK driving licence

Safeguarding:

Watling View School is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory completion of safeguarding checks, including an enhanced DBS check and reference checks.

Watling View School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Staff are expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified within this job description. This job description is current at the date shown, but it will be reviewed regularly, to reflect changes in the job commensurate with the job title, purpose and grade and in response to school improvement priorities.

The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions.

The Governing Body are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.

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Safeguarding Statement

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

Appointment to this post is subject to satisfactory clearance of enhanced Disclosure and Barring Service (DBS) checks, including the barred list, as well as all other pre-appointment checks, including social media, in accordance with Keeping Children Safe in Education (2025). Online searches will be carried out at part of due diligence during the recruitment process.

