



WHITMORE HIGH SCHOOL

Headteacher: James Rebbitt BA, MSC (Oxon)
Headteacher's PA: Janina Zachopoulos-Butler

Porlock Avenue, Harrow HA2 0AD
Telephone: 020 8864 7688
www.whitmore.harrow.sch.uk
Email: office@whitmore.harrow.sch.uk

Academic Year 2025/2026

Dear Colleague

ASSISTANT HEADTEACHER

Thank you for your interest in applying for the above role at Whitmore High School.

Whitmore is a happy, successful school and we are seeking to appoint someone to join our team and make a positive impact on students' lives.

Staff here are supportive, caring and committed to a collaborative approach to teaching and learning. As a new member of staff, you can expect a warm welcome and a wide range of CPD opportunities to develop your practice and career. Our state-of-the-art building provides excellent resources for both staff and students.

I do hope the attached job description, alongside the information on our website, inspires you to make an application and we look forward to welcoming successful applicants for interview.

We reserve the right to interview early for this post should a suitable candidate apply

I look forward to hearing from you.

Yours sincerely

J.E. Rebbitt
Headteacher

When applying, please complete all sections of the application form and ensure that you do not leave any gaps in your qualification/work history and that you give details of any periods not accounted for by full time employment, education or training. Forms with missing sections and/or gaps may not be considered.

Whitmore High School is committed to safeguarding and promoting the welfare of young people and all staff are expected to share this commitment.

Our CP Policy is available on the school's website www.whitmore.harrow.sch.uk

All appointments are subject to an Enhanced Disclosure and Barring Service check and pre-employment checks. Online searches may be completed for shortlisted candidates as part of due diligence checks. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Under the Rehabilitation of Offenders Act 1974, this post is listed as an exempted employment. You therefore need to reveal all spent convictions during the recruitment and vetting process.



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ASSISTANT HEADTEACHER - From Summer Term 2026 **L16 - L20 (£79,157 to £86,764)**

The details outlined represent a supplement to the general duties of staff on the Leadership Spine, including Assistant Headteachers, as outlined in the Teachers' Pay and Conditions Document and the Teachers' Standards.

Purpose

To lead the development and running of the school, in liaison with the Leadership Team, Headteacher and Governors, so the highest possible standards are maintained across all areas of the school.

Reporting to

Deputy Headteacher

Main Duties

- Work to ensure excellent outcomes and provision across all areas and key stages of the school
- Teach to a high standard across the 11-19 age range
- Support in the development and communication of the school's vision and ethos, policies, systems, organisation and processes
- Promote Equality, Diversity and Inclusion and ensure anti-discriminatory practice in all aspects of your work
- Provide strategic and operational leadership of key areas of the school's activities.

The areas allocated will be discussed and agreed with the successful candidate

- Line manage linked middle leaders, overseeing the quality of provision in linked departments and year groups, ensuring regular and systematic reviews provide early identification of strengths/weaknesses and effective interventions as required
- Establish a culture of sharing good practice throughout the school and with other schools/organisations to secure excellent outcomes for all
- Develop a broad, balanced and coherent curriculum that meets the needs of all students
- Maintain high standards of behaviour and engagement and provide a safe, calm and well-ordered environment for all students and staff
- Champion and support the progress and personal development of vulnerable, disadvantaged and underachieving groups of students
- Support the development of high performing teams across the school by training, developing and coaching staff
- Contribute to the identification of training needs and the delivery of training activities
- Assist with the recruitment and retention of high quality staff
- Assist as required in ensuring the school meets all statutory safeguarding requirements and safeguarding provision reflects best practice
- Build and maintain positive working relationships among all members of the school community
- Attend meetings, working groups and committees as required
- Deal with urgent issues and emergencies calmly and promptly as they arise
- Assist with the supervision of students before school, at lunchtime and after school
- Contribute to an effective and rigorous Performance Management process
- Contribute to the effective and efficient day to day running of the school
- Carry out other tasks as reasonably required to meet the changing needs of the school



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PERSON SPECIFICATION

The person appointed will need:

- To hold qualified teacher status, with a good honours degree and evidence of further professional development in preparation for the role of Assistant Headteacher
- Successful experience of teaching to a high standard
- Evidence of successful team leadership and management as a middle/senior leader, including managing change and leading innovations
- A commitment to continuous improvement and evidence of leading initiatives to raise standards
- To demonstrate strategic thinking and have experience in self-evaluation and development planning, including the effective use of data
- Successful experience of leading the development of teams and staff
- To seek training and continuing professional development to meet own needs
- To keep up to date with developments in education, both locally and nationally, and have a good knowledge of education theory and the statutory and legal framework within which a school operates
- To believe in the importance of team work and show evidence of successful collaborative work
- To lead by example with integrity, energy, empathy, resilience and clarity
- Excellent communication and interpersonal skills with a wide range of audiences
- The ability to build and sustain positive working relationships with staff, students, governors, parents/carers and other stakeholders
- To stay calm under pressure and plan/prioritise effectively
- To be a reflective, innovative practitioner
- To be committed to the comprehensive ideal
- A commitment to Equality, Diversity and Inclusion and the principles and practice of equal opportunities
- A commitment to the principles and practice of safeguarding all young people

Academic Year 2025/2026