

Headteacher Recruitment Pack





WELCOME

We are seeking a dynamic and inspirational Headteacher to lead De Bohun Primary School from January 2027.

Welcoming children from the age of two, De Bohun is a happy, diverse and inclusive Preschool, Nursery and Primary School in Southgate, North London. As part of Ivy Learning Trust, we offer:

- Mentorship and support.
- A tailored CPD package.
- Opportunities to collaborate and contribute in the Trust.
- A staff growth strategy and employee assistance programme that prioritises your mental health.
- An experienced, committed and ambitious team.
- A thriving and supportive community.
- Professional coaching for all senior leaders.

Visits to De Bohun are welcome. Please get in touch to arrange this.

DE BOHUN PRIMARY SCHOOL

De Bohun is a thriving, ambitious and inclusive primary school in North London. From the moment children join us, they become a De Bohun child.

Our rich and varied curriculum inspires pupils to develop a love of learning and to flourish into responsible, aspirational young people who are prepared, and excited, to embrace their future.



Resilience
Resourceful
Responsibility
Relationships
Risk-taking
Reflective

“De Bohun Primary School is a place where everyone is valued. Pupils enjoy coming to school and know they are safe there. Adults and pupils get along well because respect underpins their relationships. Parents and carers told me that staff routinely go the extra mile to help children to be successful.”

~ Ofsted, January 2020

KEY INFORMATION

Age range:

2 - 11

Location:

Southgate, London

School type:

Academy converter
Ivy Learning Trust

Pupils on roll:

396

Children eligible for FSM:

30.4%

2025 KS2 results:

47% achieved expected
standard (combined)

Ofsted:

Good, January 2020



“Pupils are expected to challenge themselves to do their best. They are familiar with the idea of risk-taking. It is something they apply during lessons. Parents and pupils told me about the very effective support for pupils’ well-being and mental health. They know staff are ready to listen and to help when children need it.”

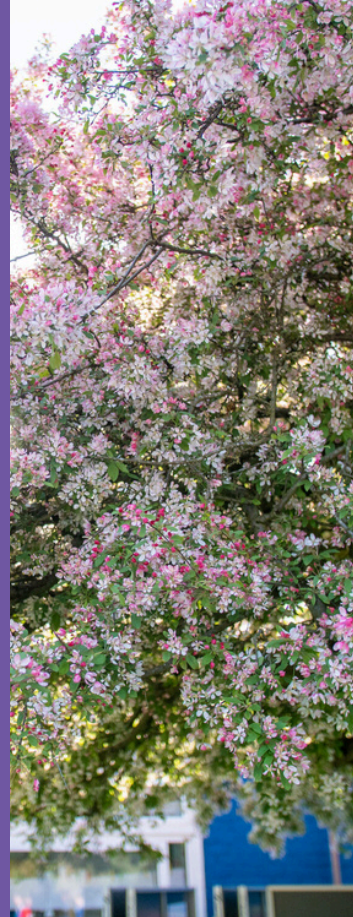
~ Ofsted, January 2020

Our Vision

Ivy is a charity and our purpose is to provide education for the public benefit.

We have four guiding principles:

- We are one family of schools.
- Good education is a birthright.
- We make it easy to make a difference.
- Local leaders know their communities best.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

OUR SCHOOLS



17

Schools

*All Good,
Outstanding or
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

**Schools inspected since joining Ivy.*

WORKING AT IVY



“

Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.

~ Ofsted, Crabtree Junior, 2023

”

When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

JOB DESCRIPTION

Overall Purpose of the Post

- Provide overall strategic leadership.
- Set strong and clear objectives for the school which can be outward facing also.
- Establish procedures for achieving these aims and objectives.
- Manage staff and resources to that end.
- Monitor progress towards the achievement of aims and objectives.
- Lead by example and model best practice regarding professional conduct, workload and personal development.
- Be a role model for all in our community.
- Emphasise the importance of nurturing and growing the school's reputation within the local community and beyond.
- Refine and sharpen De Bohun's distinctive strengths and point of difference among local alternatives.

Main Duties and Responsibilities

Qualities and Knowledge

- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing an excellent education for all pupils.
- Build positive relationships with all members of the school community, showing positive attitudes to them.
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally.
- Work with political and financial astuteness, translating policy into the school's context.
- Communicate the school's vision compellingly and drive strategic leadership.
- Seek training and CPD to meet own needs.

Pupils and Staff

- Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.

JOB DESCRIPTION

- Ensure excellent teaching in the school, including through training and development for staff.
- Establish a culture of 'open classrooms' for sharing best practice.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge.
- Identify emerging talents, coaching current and aspiring leaders.
- Hold all staff to account for their professional conduct and practice.

Systems and Processes

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose.
- To promote the non-negotiables of Ivy Learning Trust, including following agreed procedures for financial management, safeguarding of children and use of agreed assessment procedures.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding and developing exemplary behaviour.
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.
- Work with the local governing board as appropriate, providing the information it needs to oversee provision effectively.
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources.
- Support distribution of leadership throughout the school.

The Self-Improving School System

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils.
- Be open to collaboration with other schools within Ivy.
- Develop effective relationships with fellow professionals.
- Model entrepreneurial and innovative approaches to school improvement and leadership and share with the Ivy community.
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education.

JOB DESCRIPTION

All Staff Will:

- Promote equality of opportunity.
- Follow safeguarding guidelines and child protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the Trust values.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Trust Board / LGBs.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard to the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

The job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities, each individual task undertaken may not be identified.

Employees will be expected to:

- Comply with any reasonable request from those in a position of authority to undertake work of a similar level that is not specified in this job description.
- Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

PERSON SPECIFICATION

Criteria	Qualities	Essential / Desirable
Qualifications	Qualified teacher status	E
	Degree	E
	National professional qualification for headship (NPQH) (or working towards this)	D
Experience	Successful leadership and management experience in a school, including excellent curriculum development	E
	Proven record of successful teaching across the primary phase	E
	Leading school self-evaluation and school improvement planning	E
	Demonstrable experience at senior level of successful line management and high quality staff development	E
Skills and Knowledge	Clear understanding of translating vision into practice through developing and establishing effective systems	E
	Understanding of how the use of effective assessment, both formative and summative, is integral to achieving excellent outcomes for all pupils	E
	Understanding of high-quality teaching, and the ability to model this for others and support others to improve	E

PERSON SPECIFICATION

Criteria	Qualities	Essential / Desirable
	Understanding of school finances and financial management	E
	Effective communication and interpersonal skills	E
	Ability to maximise resources for the benefit for all pupils	E
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E
	Ability to work under pressure and prioritise effectively	E
	Ability to demonstrate resilience and resourcefulness	D
	A solution focussed approach to school improvement	D
	Commitment to maintaining confidentiality at all times	E
	Commitment to safeguarding and equality	E
	Ability to build effective working relationships within their own school and between schools	E
	Ability to forge positive relationships with parents	E

DETAILS AND TIMELINE

Contract Type:

Permanent, Full-Time

Salary:

£79,157 - £88,812

L16 to L21

Outer London Pay Spine

Closing Date:

19 June 2026

Start Date:

January 2027

Our Policies:

 [Privacy Notice](#)

 [Code of Conduct](#)

 [Recruitment](#)

 [Safeguarding](#)

De Bohun Primary School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and medical checks.

Visits to the school are welcome. Please get in touch with Matthew Kleiner-Mann, CEO of Ivy Learning Trust to arrange this:

contact@ivylearningtrust.org

