



WHITMORE
HIGH SCHOOL

Deputy Headteacher

December 2025
Information for Candidates

A warm welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining Whitmore High School as Deputy Headteacher. I hope that this information pack will give you a flavour of our school, and I encourage you to visit, to see how our values and culture permeate the school, and the pride that our staff and students have at being part of Whitmore.

Whitmore is an oversubscribed, inclusive, high achieving school for students aged 11 to 18. Our school reflects the diversity of our local Harrow community and we work hard to maintain a strong local reputation. We use the advantage of being a large school to offer a very broad curriculum in each key stage and develop expertise in all areas of school life. Our 270 students per year group include students in our two designated SEND provisions (autism and physical disability), and we have a vibrant Sixth Form of 375 students. Our expectations of staff and students are very high, and a combination of their dedication and our well-embedded culture are the basis of the success we achieve.

We are a school that believes strongly in collaboration, within and beyond the school. We work closely with other high schools, including as part of a Sixth Form Collegiate in Harrow, and with our local primary schools. We benefit from excellent facilities with our buildings being 14 years old.

We are looking for a Deputy Headteacher to join our Senior Leadership Team who will share our vision of excellence, our commitment to collaboration, and our focus on inclusion and meeting the needs of every student. They will have the highest standards and expectations of everyone within our school community, and will display integrity and empathy.

We will support your personal and professional development and work with you to contribute positively to Whitmore High School and education within Harrow. Candidates who require further development to fulfil the role's responsibilities will receive comprehensive training in key areas.

We would be delighted to receive an application from you if, upon consideration, you feel that this role and Whitmore High School may be right for you. The appointment process is outlined towards the end of this pack.

Yours sincerely,

J.E. Rebbitt
Headteacher

About Whitmore High School

Whitmore High School is a high achieving, oversubscribed and successful comprehensive school for students aged 11 to 18, based in the London Borough of Harrow.

Our website can be accessed via <https://whitmore.harrow.sch.uk/>

Culture and Ethos

We value our rich, diverse community. We care for our students as individuals and support them to be happy, confident and successful young people. We stretch and challenge them to achieve their very best in all aspects of school life, and we provide a wide range of pastoral and extra-curricular opportunities to enrich their personal development and wellbeing. We are proud to be an inclusive school and welcome students with SEND.



Our Aims

At Whitmore High School we aim to provide the best possible education for all our students by:

- Promoting a broad and balanced curriculum in which students take an active part in their own learning.
- Recognising the needs of individuals, placing suitable high demands on them and stimulating them to achieve success.
- Encouraging students to aim for the highest standards of work and behaviour at all times.
- Creating an ordered and friendly community where relationships are positive and founded on courtesy, respect and shared values.
- Acknowledging the importance of links between home, school and the wider community.
- Maintaining a spirit of constructive self-criticism, regularly considering improvements to existing practice.

Student Performance

Student progress at Whitmore is strong and reflects our emphasis on valued qualifications for all groups of students. We focus on success for **all** students by delivering an engaging and well-sequenced curriculum, recruiting and retaining high quality staff, and using information effectively

to target adaptations and support. We were inspected by OFSTED in March 2025 and, as at our previous visit in 2015, were again judged to be 'Outstanding' in all areas.

Staffing

The school focuses upon appointing the best teaching and support staff, with outstanding subject knowledge, to ensure our students achieve their full potential.

	Number of Staff
Teachers	131
Teaching Assistants	24
Administrative & Pastoral staff	41
Site staff	4
Technical staff (ICT, technicians)	14

Senior Leadership Team

The senior leadership team consists of Headteacher, 3 x Deputy Headteachers and 7 x Assistant Headteachers. They work collaboratively and provide expertise and support across all of the school's activities.

Curriculum and Pastoral Support

Information about the academic curriculum at Whitmore is available on the school website at <https://whitmore.harrow.sch.uk/201/the-curriculum-1>

We pride ourselves on the quality of our pastoral care for all students and have a highly skilled team of pastoral staff including Heads of Year, Assistant Heads of Year, Form Tutors, Counsellor, Learning Mentors and Teaching Assistants. We also work positively with a wide range of external agencies and voluntary groups.

The website and prospectus also contain information about extra-curricular activities as well as about pastoral support.





Job Description

L21 - L25 (£88,812 to £97,531)

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

PURPOSE

Deputy Headteacher

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

REPORTING TO

Headteacher

MAIN DUTIES

Deputy Headteacher

- Work to ensure excellent outcomes and provision across all areas and key stages of the school
- Teach to a high standard across the 11-18 age range
- Support the Headteacher in developing and communicating a clear vision and ethos for the school
- Promote Equality, Diversity and Inclusion and ensure anti-discriminatory practice in all aspects of your work
- Provide strategic and operational leadership of key aspects of the school's activities, taken from:
 - Teaching & learning including homework
 - Departmental development, organisation, monitoring and evaluation
 - Timetabling
 - Curriculum development
 - Assessment, tracking & reporting
 - Attendance and punctuality
 - Pastoral development, organisation, monitoring and evaluation including safeguarding

We operate a model of leadership where colleagues work in partnership with other Senior Leaders to ensure there is a breadth of vision and the capacity to build experience in every facet of the school. This means that the role will incorporate a wide range of pastoral and academic responsibilities.

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

- Lead the effective and rigorous self-review of areas of the school's work, contribute to the development of the School Improvement Plan and monitor its effective implementation
- Line manage linked Assistant Headteachers
- Oversee 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
- Ensure that the school's policies, systems, organisation and processes are well considered, efficient and effective
- 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
- Work with the Headteacher, Governors and colleagues to recruit and retain staff of the highest quality
- Ensure that 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
- Chair and attend meetings, working groups and committees as required
- Deal with urgent issues and emergencies calmly and promptly as they arise
- Contribute to an effective and rigorous Performance Management process
- Work with the Headteacher on matters of staff discipline, grievance, capability and sickness absence procedures and take responsibility for investigations as may be necessary
- Contribute to the effective and efficient day to day running of the school and to deputise for the Headteacher in their absence
- Carry out other tasks as reasonably required to meet the changing needs of the school

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 Deputy Headteacher
- Successful experience of teaching to a high standard
- Evidence of successful leadership and management of key areas of a school's provision including managing change and leading innovations
- A commitment to continuous improvement and evidence of raising standards and setting and achieving ambitious goals
- To demonstrate strategic thinking and have experience in school 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
- To inspire commitment, enthusiasm and confidence from staff, students, governors and parents/carers
- 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

Candidates should demonstrate how they meet the person specification in their application form, their supporting statement and the selection interview, including supporting tasks.

ADDITIONAL INFORMATION

Asylum and Nationality Act 1996

Under the Asylum and Nationality Act 1996 you will be required to prove your eligibility to work within the UK.

Disclosure and Barring Service

An offer of employment for this post will be subject to a satisfactory enhanced disclosure clearance with Children's Barred List check through the Disclosure and Barring Service in England and Wales.

Equalities

Whitmore High School is an equal opportunity employer. It is committed to make any necessary reasonable adjustments to the selection process, job role and working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed, the recruitment panel's decisions will be based upon an assessment of that person's expected capabilities once reasonable adjustments have been made.



How to Apply

We strongly encourage candidates to visit Whitmore High School to get a better sense of the school and our culture and values. You are also welcome to have a discussion with the Headteacher, James Rebbitt, if there are areas you would like to discuss further before applying.

Please contact Janina Butler, by email to: zachopoulosbuj@whitmore.harrow.sch.uk to arrange a tour / discussion or for any further information.

The timetable for appointment is as follows:

Deadline for submitting application: By 9.00am, Monday 5th January 2026

Please visit the school website to submit your application via My New Term
<https://www.whitmore.harrow.sch.uk/227/staff-vacancies>

Please include within the application form a personal statement outlining your suitability for this role, what you would bring to Whitmore and how your skills and experience match the demands of the post.

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





WHITMORE HIGH SCHOOL



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www.whitmore.harrow.sch.uk