



HERON  
ACADEMY

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TRUST

# Deputy Headteacher Candidate Pack

**Location:** Lambeth • **Start date:** September 2025 • **Salary:** L12-L16 (Inner London)

# Welcome letter from our Headteacher

Dear Candidate Welcome to Heron Academy, a unique special school deeply committed to providing exceptional education to young people with profound and multiple learning difficulties.

Located in Lambeth, we support 85 11–19-year-olds with a range of special needs, including severe and profound multiple learning difficulties, complex medical needs, ASD and challenging behaviour. Having become part of London South East Academies Trust in February 2023, we are on a journey of rapid improvement, ensuring that every child and young person is supported to achieve their full potential.

Each pupil has a personalised curriculum to meet their unique needs and to help them achieve their full potential. Our expert staff are committed to supporting this and working with parents and carers to achieve the best outcomes for every child and young person. With specialist facilities including a hydrotherapy pool, sensory room hotel Heron and a life skills area, pupils can access a comprehensive curriculum and enrichment programme to meet their physical, academic and emotional needs. Heron Academy is a calm and nurturing environment. We are ambitious for our pupils and highly proud of the care and support we offer as we prepare them for the next steps in their lives.

We are looking for a dynamic, aspirational and talented Deputy Headteacher to join our team. With a solid understanding of teaching and learning for pupils with severe and complex needs, you will help drive the school forward and support our ambition to transform the lives of our pupils and their families through the power of learning. We offer a competitive salary and exceptional benefits in return for your dedication. As part of London South East Academies Trust, a successful Multi-Academy Trust with schools across London, Kent, East Sussex, and Surrey, we are deeply invested in your professional growth and offer excellent CPD, including SEND, behaviour, teaching and learning, and NPQ programmes.

Our culture is one of collaboration and continuous learning, and as the successfully appointed Deputy Headteacher, our wider community of professionals committed to educational excellence and innovation will support you.

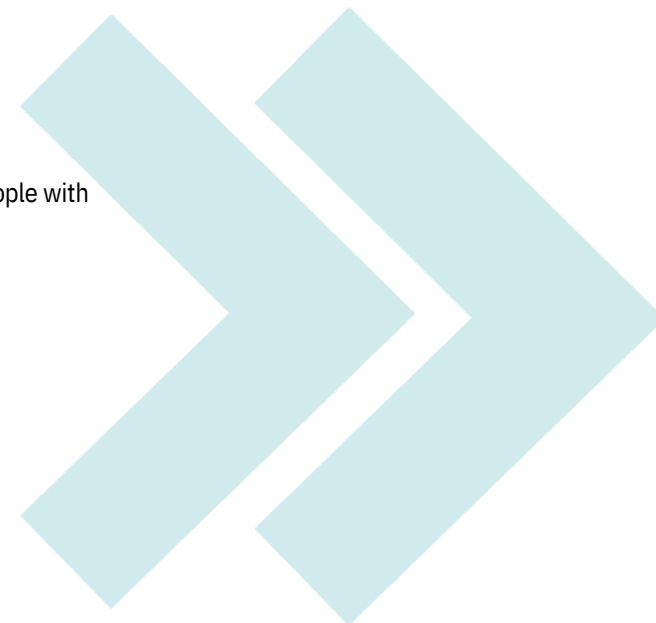
If you are ambitious, have high aspirations for children and young people, and are passionate about making a difference, we'd love to hear from you.

Conversations and visits are encouraged and are very much welcomed. For full information and to arrange your conversation/visit please contact the Headteacher, **Melanie Hall-Judd** via email to [melanie.hall-judd@heron.lseat.org.uk](mailto:melanie.hall-judd@heron.lseat.org.uk).

For further information on how to apply for this post you can contact the Business Manager **Hayley Jobson** via email to [Hayley.Jobson@lseat.org.uk](mailto:Hayley.Jobson@lseat.org.uk).

With kindest regards

**Melanie Hall-Judd**  
Headteacher



# About London South East Academies Trust

London South East Academies Trust is committed to raising attainment, encouraging aspiration and supporting social mobility for every single child and young person in our schools, throughout their educational journey and beyond.

Our Trust comprises eleven academies including special and alternative provision, mainstream primary, an outreach service and a music hub. We ensure that pupils with a wide range of needs are equipped with the skills, support and confidence they need to progress through education and go on to lead fulfilling lives.

The Trust sits within our wider education group, which also includes a multi-campus further and higher education college.

Our holistic, yet personalised approach, enables every child to flourish and achieve their full potential, regardless of background or their learning needs. As a Trust, we provide outstanding support and leadership development opportunities for staff across our schools. We encourage the sharing of best practice, together with high-quality, cost-effective support services to ensure success for all.

Our outstanding teams are dedicated to achieving positive outcomes for all pupils and celebrating their success is central to all we do. We know that education has the power to change lives – and by adding further expertise and diversity to our thriving Trust, we can provide even more opportunities for our schools and for the wider communities we serve.





## Who we are

At Heron, we aim to enrich lives by providing a secure, caring and supportive environment where our pupils are valued, understood, respected and challenged.

We strive to deliver a curriculum that promotes lifelong learning and stimulates pupils' creativity through specialist technology and high-quality learning experiences in school and the outside community.

We believe that every pupil has the opportunity to achieve their full potential, and the commitment to a strong partnership and working with all stakeholders is critical to this success.

With our small classes, dedicated therapy team and specialist facilities, we support academic, emotional, physical and social development. We personalise the curriculum to ensure that individual needs are met and every pupil can access education appropriately.

As part of a successful Multi-Academy Trust, our school benefits from the financial security this brings and the many collaboration opportunities it offers. We share our best practices with our network of schools and are supported by colleagues in critical areas.

This ensures excellence for all at every level through outstanding systems leadership.

The diversity of our Trust also creates exceptional progression pathways for staff. The mix of provision, from special schools to mainstream, facilitates fantastic career progression at all levels, retaining talent within our Trust's schools.

## Who we are looking for

We are looking for an ambitious and aspirational Deputy Headteacher to work with the headteacher and lead a talented team at Heron Academy.

You will need to be a passionate advocate for the best interests of our pupils. Your commitment to their well-being and learning will be paramount as we champion their needs within the school and the wider community.

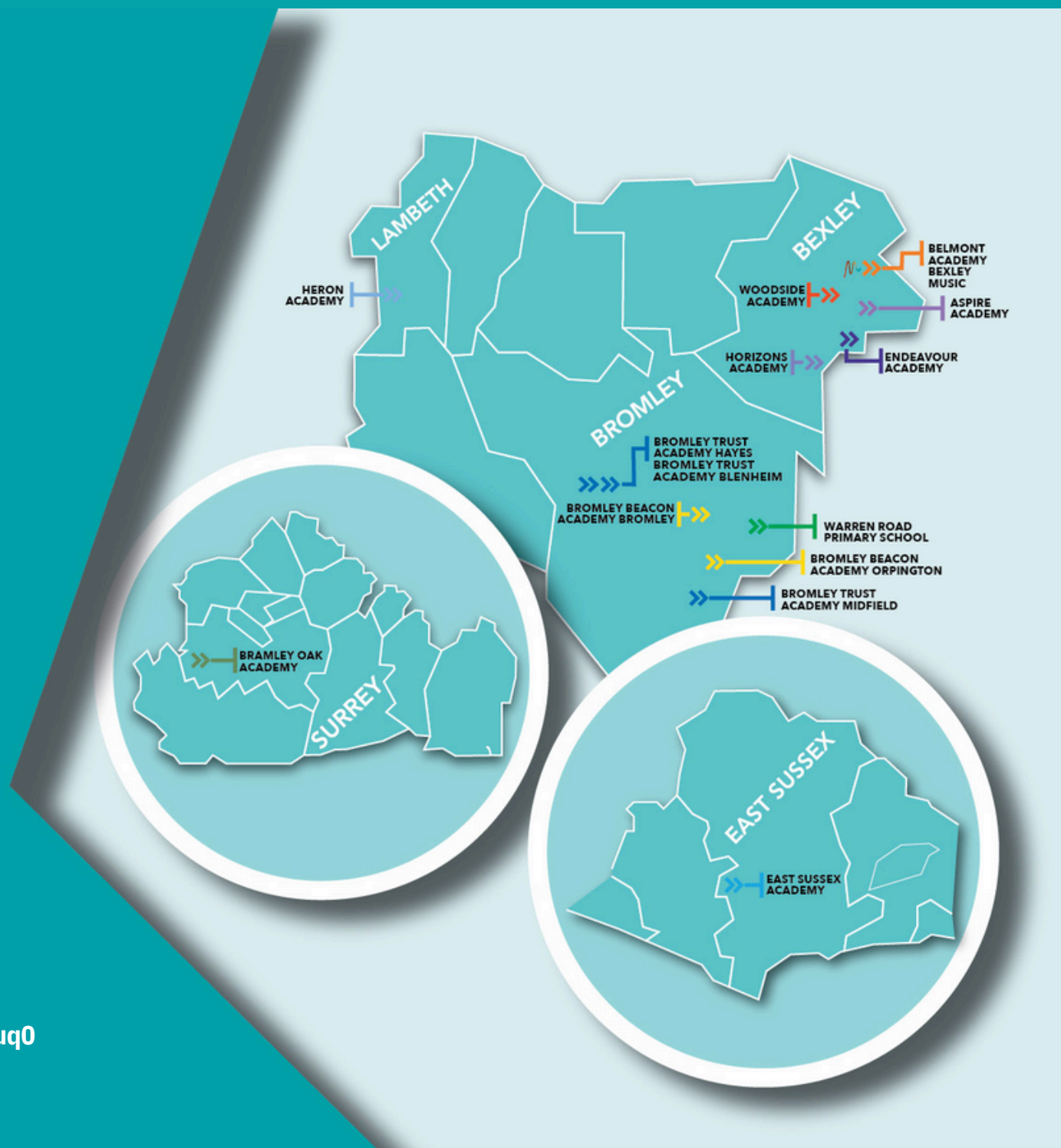
You will be pivotal in driving curriculum delivery and development improvement to move the school forward. You will foster a culture of collaboration and support, ensuring that every member feels valued and can contribute their best.

You will be instrumental in creating an environment where innovation and creativity thrive, supporting some of the Borough's most vulnerable young people.

Join us in this exciting journey of educational leadership, where your passion for teaching and commitment to the success of our pupils will make a lasting impact.

# Our Schools

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Click below to hear from some of our staff, pupils and parents, talking about their positive experiences of the Trust and our schools:

[www.youtube.com/watch?v=38rhD1Xjuq0](http://www.youtube.com/watch?v=38rhD1Xjuq0)



# Our Culture

We do not apply a 'one size fits all' approach at London South East Academies Trust – nor do we impose a top-down culture.

We strongly believe that school leaders are the best placed people to make key decisions about their schools and their staff. In any partnership with us, curriculum choices, culture and vision for learning are all tailored to an individual school's community. We encourage and expect strong leadership, personal accountability, agency and self direction from every school leader – while providing them with full support.

This is balanced by the importance we place on shared mission and values: these are our non-negotiables which our family of schools live by. All our pupils and staff benefit from effective collective practices, including our extensive resources, brand and positive reputation that comes from being part of the Trust and the wider Group.

In establishing our culture, we have taken the best ideas from across the wider education sector and combined them with our own experience in running successful, sustainable schools and colleges.

We are values driven, with high expectations. We have a relentless focus on ensuring every child and young person can achieve their potential. We do the right thing, ethically and morally.

We look after our most valuable assets – our staff – and prioritise giving all our pupils the very best educational experience.

## Our Values

### Communication

Communication is at the heart of everything we do, to ensure that all our pupils have a voice.

### Compassion

We are kind to each other.

### Challenge

By challenging yourself and others, you push the boundaries of what you and they can achieve. Challenges build confidence, resilience and motivation.

### Consistency

Consistency creates reassurance, which provides a sense of control.

### Commitment

We are here for you! Helping us stick to our goals and clarifying our vision.

### Confidence

Confidence helps us try again. It helps us feel ready for life's experiences.



# **Job Description – Deputy Headteacher**

**(Teaching and Learning and People Development)**

**Heron Academy – London South East Academies Trust**

**Salary:** L12-L16 (Inner London) £74,701-£81,577 • **Contract:** Permanent • **Reporting to:** Head teacher

# Job Description

As a member of the leadership team, the Deputy Head Teacher will play a major role in formulating the culture, vision, aims and objectives of the school, establishing the policies through which they shall be achieved, managing staff and resources to achieve the aims and objectives and monitor and evaluate progress towards their achievement.

## Roles and Responsibilities

In addition to the professional duties in the current School Teachers' Pay and Conditions document, the Deputy Headteacher will have the following specific roles and responsibilities:

- To teach (One morning a week)
- To lead on teaching and learning throughout the school, including the curriculum
- To lead a system and culture of continual improvement and high standards in teaching through coaching, team teaching, and demonstrating excellence
- To lead on internal assessment and tracking systems
- To lead on pupil premium and to monitor, evaluate and review the impact of spending, including the annual published report.
- To take a significant role in monitoring and evaluating school provisions related to raising standards and achievement.
- To take a leading role in the behaviour management of all children in the school, including behaviour management, child protection and safeguarding.
- To support the Headteacher in the day-to-day management of the school by taking specific responsibility for the daily absence of staff and cover, including PPA time.





# Person Specification Deputy Headteacher

Attributes	Essential	Desirable
<b>Qualifications</b>		
• Qualified Teacher Status	✓	
• First degree or equivalent	✓	
• Expertise in the needs of pupils with PMLD, SLD and ASD	✓	
• Higher degree or postgraduate SEN qualification		✓
• National Professional Qualification for Senior Leaders (NPQSL).		✓
• National Professional Qualification for Senior Leaders (NPQSL). Additional qualifications in Special Educational Needs		✓
<b>Experience</b>		
• At least five years of successful teaching in a special or mainstream school with a re-source provision for pupils with PMLD, SLD and ASD • Leadership experience at the senior management level in a mainstream or special needs school • Experience in teaching young people with Special Educational Needs, including those with PMLD, SLD, and ASD, within a mainstream or specialist setting • Experience developing personalised curriculums for pupils with Special Educational Needs, leading to positive academic, social and personal outcomes • Experience in contributing to school improvement and raising standards • Experience in leading in assessing pupils' progress and the statutory assessment process, including Education, Health Care Plans and the annual review process • Experience of teaching in more than one key stage • Experience of teaching in more than one key stage • Experience in working with and involving school governors	✓	
	✓	
	✓	
	✓	
	✓	
	✓	
<b>Knowledge and Understanding</b>		✓
• Knowledge of the SEND Code of Practice and statutory requirements for children with SEND • Knowledge and understanding of the Engagement Model and National curriculum at the secondary school level and their application in special schools • Knowledge and understanding of effective SEND approaches for learning, physical and associated behavioural difficulties • A good understanding of the use of data in assessment, target setting and pupils' progress • Knowledge of strategies for developing effective teachers • A good understanding of school finance and budget management • Knowledge of assessing and managing risks to pupils, including safeguarding and safer recruitment procedures • Knowledge of school evaluation and how schools are evaluated against the Ofsted framework • A sound knowledge of using ICT to support learning and teaching in the classroom		✓
• Expertise and knowledge of strategies that can be used to make the curriculum accessible for children with a range of SEND, including augmentative and alternative	✓	
	✓	
	✓	
	✓	
	✓	
	✓	
	✓	
communication systems		✓
• Knowledge of the statutory requirements of the Disability Discrimination Act		✓
<b>Leadership Skills</b>		
• Ability to lead and manage colleagues both individually and as a team	✓	
• Evidence of an ability to delegate tasks, devolve responsibilities, and monitor performance effectively	✓	
• An ability to coordinate and motivate a team and manage change sensitively, including conflict resolution	✓	
• Ability to manage the school efficiently and effectively on a day-to-day basis	✓	

# Person Specification Deputy Headteacher continued

Attributes	Essential	Desirable
<b>Decisions Making Skills</b>		
• Making professional, managerial and organisational decisions based on informed judgements	✓	
• An ability to think creatively to anticipate and solve problems	✓	
<b>Communication Skills</b>		
• Excellent communication and interpersonal skills	✓	
• An ability to effectively communicate orally and in writing to a range of audiences	✓	
• Ability to establish, develop and maintain good relationships	✓	
<b>Self Management Skills</b>		
• Ability to plan, prioritise and evaluate effectively	✓	
• Be self-motivating and set personal goals	✓	
• Ability to manage time effectively, work under pressure and meet deadlines	✓	
<b>School Ethos</b>		
• Ability to build and maintain effective relationships with parents, carers, partners and the community that enhance the education of all pupils	✓	
• Demonstrate an ability to support and help develop a vision for high-quality education that promotes spiritual, moral, and cultural development	✓	
<b>Personal Attributes</b>		
• Be adaptable to changing circumstances and ideas	✓	
• Willingness to seek advice and support if needed	✓	
• Ability to motivate, inspire and challenge self and others	✓	
• Approachable, fair and consistent	✓	
• Positive and enthusiastic personality	✓	





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For full details of this opportunity or to arrange a visit to the Heron Academy, please contact:

**Melanie Hall-Judd  
Headteacher**

**[melanie.hall-judd@heron.lseat.org.uk](mailto:melanie.hall-judd@heron.lseat.org.uk)**

**Closing date: Tuesday, 29 April 2025**

**Interviews: Thursday 8 May 2025**



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