



# WILLOW SCHOOL

25 JERYMN STREET, SLEAFORD, NG34 7RU

## Deputy Headteacher

**Leadership Scale:** L1–L4 (£51,773 - £55,747)

**Required from:** January 2026

Willow School is a thriving and growing special school, proudly rated Good in our first Ofsted inspection after just one year of opening. We provide a nurturing, creative and ambitious environment for pupils with a communication and interaction needs, ensuring every child is valued and supported to succeed.

The school is based across two main sites, situated just a short walk from each other, with an additional classroom nearby. Our Key Stage 2 pupils are taught at one site, while our Key Stage 3 pupils are based at the other. This structure allows us to provide small, nurturing environments tailored to different age groups, while maintaining a strong sense of community across the whole school.

As we continue to expand, we are seeking to appoint an experienced Deputy Headteacher who shares our vision and values. This is an exciting opportunity to help shape the next phase of our school's journey, working alongside the Headteacher and existing leadership team to provide strong leadership and outstanding provision.

This role offers the chance to take on significant leadership responsibilities with the potential for further opportunities as the school grows. We are looking for someone who is not only an excellent practitioner but also a collaborative and strategic leader, committed to staff development, pupil achievement and community engagement.

### What we offer:

- A supportive and close-knit team where everyone is valued
- Enthusiastic pupils who thrive in a nurturing environment
- An opportunity to help shape a growing school and influence its future direction
- A commitment to professional development, with access to leadership training and CPD

### What we are looking for:

- A proven leader with experience in a senior role, ideally within special or inclusive education
- The ability to inspire, challenge and support staff to deliver high-quality teaching and learning
- Strong knowledge of safeguarding, SEND and inclusive practice
- Vision, drive and resilience to contribute to the ongoing growth and success of Willow

You are warmly invited to visit the school by appointment. For more information or to arrange a visit, please contact the school office at [enquiries@willow-school.co.uk](mailto:enquiries@willow-school.co.uk) or on 01529 668400.

**Closing date:** Sunday 12<sup>th</sup> October 2025

**Interview date:** Wednesday 15<sup>th</sup> October 2025

Willow School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to an enhanced DBS check and safeguarding checks. References will be taken prior to interview.

## Person Specification

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Significant teaching experience (minimum 5 years)	✓	
Proven experience in a senior leadership role	✓	
Experience of working with pupils with SEND	✓	
Strong knowledge of safeguarding and child protection procedures	✓	
Ability to lead, motivate and develop staff	✓	
Excellent communication and interpersonal skills	✓	
Evidence of raising standards and improving outcomes for pupils	✓	
Experience of curriculum design and development	✓	
Commitment to inclusive practice and whole-child development	✓	
Ability to work strategically and contribute to whole-school improvement	✓	
NPQH or equivalent leadership qualification		✓
Experience of working in a special school		✓
Experience of supporting a school through Ofsted inspection		✓
Commitment to ongoing professional development for self and others	✓	
Aspirations for future headship/leadership progression	✓	
Experience working in Key Stage 3		✓
Team Teach training		✓