



**Lindon Bennett School**

# **Headteacher Application Pack**

**SEPTEMBER 2025**

Lindon Bennett School  
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Middlesex TW13 5BH  
0208 898 0479

[www.lindonbennettschool.co.uk](http://www.lindonbennettschool.co.uk)

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0208 898 0479

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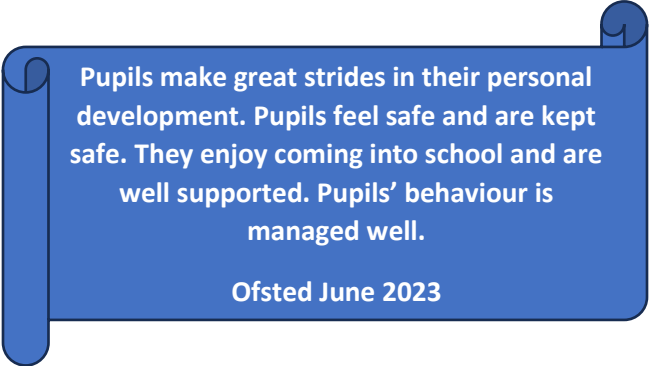
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Pupils make great strides in their personal development. Pupils feel safe and are kept safe. They enjoy coming into school and are well supported. Pupils' behaviour is managed well.

Ofsted June 2023

***“The child first and always”***

# About Our School



Lindon Bennett is a primary school for children with severe or profound and multiple learning difficulties. We cater for children from 3 to 11 years old and there are currently 192 pupils on roll across both of our sites.

At Lindon Bennett School we aim to provide an environment where the individual child's potential skills can flourish and develop. All of our pupils have the primary needs of language and communication and cognition and learning difficulties. We are committed to provide an appropriate provision for pupils who need to use a means of communication other than speech, including switches, voice output communication aids, signs, symbols or cues.

At Lindon Bennett we aim to work closely with Hounslow's special educational needs department to provide for the needs of Hounslow borough and are strongly committed to meeting the needs of Hounslow's children and young people

Leaders have ensured that the personal, social, health and economic (PSHE) education programme prepares pupils for life beyond the school community.

Ofsted June 2023

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# Letter of Welcome from the Chair of Governors

Dear Applicant

We are delighted that you are exploring the possibility of applying to be Headteacher at Lindon Bennett School.

We are proud of Lindon Bennett School and all that it stands for. Our team of staff are warm and friendly and dedicated to both the personal and academic development of the children, as well as providing a caring and supportive environment. The children are encouraged to engage fully in all aspects of school life.

Safeguarding is an area of high focus for the school as we endeavour to keep children safe and supported in all aspects of their lives. Governors are fully committed to effective safeguarding for all of our children, staff and visitors.

Following a year which has seen some significant changes in leadership, we are seeking a new Headteacher who can build on the stability provided by our interim headteacher, create and maintain a good working environment for both staff and pupils, take the tough decisions and be imaginative and innovative. Most importantly they will need to ensure that the focus is on pupil achievement and the wellbeing of the whole community so that our school is the best it can be.

Lindon Bennett School is extremely fortunate to have a Governing Board with a wide range of skills, who are very ambitious for the school to deliver the best possible education and support for all the children and members of staff. The Governing Board is supportive, but not afraid to challenge where needed. Our ambition is for an inspirational educator and leader to join us. Someone who shares our values and ethos.

Someone who will build on what we cherish whilst also helping us shape our future direction. Someone who shares our passion and cares for the school, the children, the staff and the community. If you are a successful, experienced leader with a proven track record looking for your next step or are an existing Headteacher ready for a new challenge, we would be delighted to hear from you.

I strongly encourage you to visit our school so that you can experience for yourself the positive learning atmosphere that our pupils and staff excel within. We hope the information in this pack will be helpful to you and conveys exactly what we are looking for. To arrange a visit to our school, please contact the school office on **0208 898 0479** to make an appointment.

Thank you for your interest in Lindon Bennett School and this role. On behalf of the Governing Board, we very much look forward to receiving your application.

Yours faithfully

Sarah Baker  
**Chair of the Governing Board**



***“The child first and always”***

# OUR MISSION STATEMENT

At Lindon Bennett School we celebrate each child's unique abilities and achievements in a creative and supportive environment

## WHAT REALLY MATTERS?

The child first and always  
Positive thinking  
Praising each other  
A stimulating environment  
A high quality of work  
Support for each other

## My Requests as a Pupil at Lindon Bennett School

Give me the dignity and respect I deserve  
Always give me time to respond  
Remember I like to make choices, please help me to do so  
Always look out for me keep me safe  
Always remember to tell me what is happening next  
Stay calm and be patient with me  
Give me the opportunity and time to communicate for myself  
Talk with me, not about me  
Please take the time to understand what I am trying to tell you  
Please don't judge me



***“The child first and always”***



## Headteacher

**Start Date: January 2026 or as soon as possible thereafter**

**Salary: L24 – L30 Leadership Pay Range (Outer London)  
£95,267 - £109,699 per annum**

### **Are you ready to make a real difference to the Lindon Bennett school community?**

Linden Bennett is a 'Good' school serving the London Borough of Hounslow that provides specialist education to pupils with severe or profound and multiple learning difficulties some of whom also have an additional diagnosis of autism. We cater for children from 3 to 11 years old. We serve a socially and ethnically diverse population, with children coming from within Hounslow and the surrounding Boroughs.

The Governing Board of Lindon Bennett School is seeking to appoint an energetic and enthusiastic individual to continue the lead the way in a thriving community. The right candidate will have the drive and direction to create a school with high expectations and a relentless focus on individual achievement based upon outstanding teaching and approaches to SEND.

The successful candidate will have the opportunity to lead experienced teachers, to observe and share practice on a regular basis and to develop pedagogy through reflection.

#### **The right candidate will:**

- Have the ability to develop an outstanding educational SEN provision that results in outstanding outcomes.
- Show the willingness to understand what the team has to offer and get the best from them.
- Have the ambition to capitalise on exciting prospects for growth.
- Be a highly effective leader, with a clear sense of vision, strategic thinking and purpose.
- Have a track record of effective senior management success and excellent communication skills.
- Have experience of facilitating change and driving school improvement
- Be committed to high standards of teaching and learning and the professional development of all staff.
- Possess an unrelenting focus to maximise student attainment, progress and achievement.

#### **What We Offer:**

- A supportive Governing Board.
- Professional, hardworking and motivated staff committed to developing and raising standards.
- The security of working in a climate of shared accountability.
- Opportunities to contribute to the development of a growing organisation
- Access to a supportive and developmental induction programme via the Local Authority

- An opportunity to work with and develop partnerships with the Hounslow Local Authority SEND department and within the Hounslow Education Partnership of Schools, to support the ambitious and innovative inclusive system for all Hounslow pupils.
- Investment in your professional development and future career.
- A welcoming environment where the children enjoy learning, are positive and cheerful.

Potential candidates for this role are strongly encouraged to visit the school or to contact Steve Price, Interim Headteacher via 0208 898 0479 for an informal discussion.

Closing date for applications: **Midday on Monday 29<sup>th</sup> September 2025.**

Interview day: **Thursday 16<sup>th</sup> October 2025.**

**Please submit your completed application by email to: Yvette Mayers, Head of Schools HR Traded Services & Strategic People Lead for Children's and Adult Services at the London Borough of Hounslow via [Yvette.Mayers@hounslow.gov.uk](mailto:Yvette.Mayers@hounslow.gov.uk)**

***Lindon Bennett School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, teaching and non-teaching (including temporary and supply staff), governors and volunteers to share this commitment. Successful applicants for all vacancies will be required to complete an Enhanced Disclosure check via the Disclosure and Barring Service***

*Thank you for your interest in our role of Headteacher  
and we look forward to receiving your application.*

***“The child first and always”***



# Job Description: Headteacher

**The Headteacher will be responsible to the school's Governing Board.**

The appointment is subject to the current conditions of employment for Headteachers contained in the current School Teachers' Pay and Conditions Document. This job description is based on the National Standards of Excellence for Headteachers (2020).

## Statement of Purpose

To provide professional leadership for the school that builds on its success and improvement, ensuring high quality education for all its pupils in a happy and vibrant school and continually improving standards of learning and achievement for all pupils.

The Headteacher will uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these principles form the basis of the ethical standards expected of public office holders.

## Key Responsibilities:

### *Shaping the Future*

1. Working with the Governing Board, define the vision and ethos of the school and ensure that this is clearly articulated, understood and delivered by all.
2. Work within the school community to translate the vision into agreed objectives and operational plans, which will promote and sustain school improvement.
3. Demonstrate the vision and values in everyday work and practice.
4. Motivate and empower others to create a positive working environment and a shared sense of culture and responsibility.
5. Ensure creativity, innovation and the use of appropriate new techniques and technologies to achieve learning excellence which is particularly targeted specifically to meet the individual needs of each cohort.
6. Ensure that strategic planning takes account of the diversity, values and experience of the school and community at large.

### *Leading Learning and Teaching*

1. Develop and demonstrate the specialist teaching approaches needed by the students at Lindon Bennett and disseminate this practice across the school.
2. Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor the progress of every child's learning and set challenging targets year on year.
3. Ensure that learning is at the centre of strategic planning and resource management.
4. Establish creative, responsive and effective approaches to learning and teaching.
5. Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
6. Demonstrate and articulate high expectations and set stretching targets for every child.
7. Implement strategies which secure high standards of behaviour and attendance.



8. Determine, organise and implement a diverse, flexible curriculum and implements an effective assessment framework.
9. Monitor, evaluate and review classroom practice and promotes improvement strategies.
10. Develop and empower middle and senior leaders, encourage feedback and create a sense of shared responsibility to ongoing school improvement.
11. Challenge underperformance at all levels and ensures effective corrective action and follow up.

### ***Developing Self and Working with Others***

1. Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
2. Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
3. Develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
4. Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals.
5. Ensure clear delegation of tasks and responsibilities.
6. Acknowledge responsibilities and celebrate the achievements of individuals and teams.
7. Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
8. Regularly review personal practice, areas for improvement or support, and have a proactive approach to personal development.
9. Manage own workload and that of others to allow an appropriate work/life balance.

### ***Managing the Organisation***

1. Create an organisational structure which reflects the school's values, and enable the management systems, structures and processes to work effectively in line with legal requirements.
2. Ensure the production and implementation of clear, evidence-based improvement plans and policies for the development of the school and its facilities.
3. Ensure that within an autonomous culture, policies and practices take account of national and local circumstances, policies and initiatives.
4. Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
5. Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
6. Implement successful performance management/appraisal processes for all staff.
7. Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
8. Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.
9. Be able to use and integrate a range of technologies effectively and efficiently to manage the school.
10. Create a culture whereby staff wellbeing and morale is valued and fostered.

### **Securing Accountability**

1. Fulfil commitments arising from contractual accountability to the Governing Board.
2. Develop a school ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
3. Ensure that individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
4. Work with the Governing Board (providing information, objective advice and support) to enable it to meet its responsibilities.
5. Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including Governors, the Local Authority, parents and carers.
6. Reflect on own personal contribution to school achievements and take account of feedback from others.

### **Strengthening Community**

1. Build a school culture and curriculum which takes account of the richness and diversity of the school community.
2. Create and promote positive strategies for challenging racial and any other prejudice.
3. Ensure that the learning experiences for pupils are linked into and integrated with the wider community.
4. Ensure a range of community-based learning experiences.
5. Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
6. Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
7. Contribute to the development of the wider education system by sharing effective practice and promoting innovation and partnership work.

### **Safeguarding**

1. Be responsible for promoting the welfare of all children and young people.
2. Create an organisational culture which prioritises and monitors the safeguarding of children and young people.
3. Ensure that appropriate systems for the recording and monitoring of safeguarding and child protection issues are in place and that appropriate training for their use is provided where required.
4. Ensure all paperwork relating to safeguarding and Child Protection matters is kept up-to-date and secure.
5. Keep up to date with all areas of Safeguarding responsibilities across the school
6. Ensure that the school's safer recruitment processes and the Single Central Record are regularly reviewed and monitored and that the Governing Board are updated on a regular basis.
7. Co-operate and work with relevant agencies to protect children.

***“The child first and always”***

# Person Job Specification:

**Key Criteria** – *Please ensure that you address each criterion within your supporting statement under the headings set out below*

## **Qualifications & Experience**

UK Qualified Teacher Status

Proven successful recent senior leadership experience of SLD/PMLD education within the 2-11 age range as either a Headteacher, Head of School or Deputy Headteacher

A record of recent and relevant in-service and external training including safeguarding

Successfully completed or part way through NPQH and/or any evidence of successful postgraduate study (e.g. MA in Education), if held

Experience of working effectively with the school community and external partners, including other school leaders and their institutions

## **Qualities & Knowledge**

Knowledge of what constitutes good and outstanding teaching in primary education

Knowledge of how to develop and monitor teaching and learning to improve the quality

A proven track record of the ability to raise the academic and personal achievement of all pupils

To have a developed understanding of both the strategic role of the headteacher and the importance of being a substantial presence in the daily life of the school

An up-to-date understanding of national policy, curriculum developments and the statutory and legal framework within which a school operates, including the OFSTED framework

Has in-depth knowledge of excellence in SEN teaching practice, including appropriate teaching and learning styles.

### ***Pupils and Staff***

Is able to manage, inspire, encourage and empower staff

Is able to demonstrate strong and effective leadership and management skills

An ability to identify and promote excellence and challenge poor performance across the school

Understands about the relationship between managing performance, CPD and sustained school improvement

Ability to analyse and monitor assessment data to identify needs and trends in order to promote appropriate levels of challenge to all pupils

The ability to identify potential in both pupils and staff and to be insistent on their success as outstanding students and teachers by supporting their development

A proven commitment to inclusive education which addresses the needs of all the learners in a diverse community

### ***Managing the Organisation***

Evidence of a commitment to sustaining and developing a safe, secure and healthy school environment, in accordance with Child Protection and safeguarding legislation

To understand fully what is required to lead a school efficiently, effectively and transparently for all, and understanding the importance of active challenge from governors and external agencies

To have a sound understanding of managing change effectively and the ability to lead and manage change in a positive and inclusive way.

Have the ability to manage the financial and human resources effectively and efficiently to achieve the school's educational goals and priorities

Have a strong understanding of managing finance efficiently in accordance with benchmarking, financial management and best value principles

### ***Securing Accountability***

Have a commitment to the use of outcomes from regular self-review.

Have experience of developing a high impact School Development Plan and to be able to prioritise and deliver the school's objectives

Be committed to individual, team and whole school accountability for pupil learning outcomes

### ***Strengthening the Community***

Has a commitment to partnership with parents and the community to raise standards by supporting the learning of children and helping to realise the distinctive vision and values of the school

Has a commitment to collaboration and networking with other schools to improve outcomes.

Has empathy towards and an understanding of a multicultural, diverse community such as ours and how it is an asset to the school

Leaders and teachers are clear about the behaviours that they expect from pupils.

Pupils understand exactly what is expected of them because this is well communicated to them.

Ofsted June 2023

Pupils are learning how to look after themselves and keep themselves safe.

Ofsted June 2023



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