

*"The child first and always"*

**Lindon Bennett School**

# Headteacher Application Pack

FEBRUARY 2026



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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**



# About Our School

Lindon Bennett is a primary school for children with severe or profound and multiple learning difficulties. We currently 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 providing 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. ”

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# Welcome

*Dear Applicant*

*We are delighted that you are considering applying to be Headteacher at Lindon Bennett School at such an exciting time for the school's future. The local authority is proposing an expansion programme that will extend our current primary provision into secondary education, and our new Headteacher will have the opportunity to play a major role in leading and guiding the project.*

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

*We are 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. Governors are supportive, but not afraid to challenge where needed. We are looking for an inspirational and visionary leader, motivated by impact, inclusion and innovation, to work with us. Someone who shares our values and ethos.*

*Someone who will build on what we have achieved 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 where our pupils and staff flourish. 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*

# Our Mission Statement

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

“ 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. ”

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- 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



# Headteacher

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

**Salary:** L24 – L30 Leadership Pay Range (Outer London)

£95,267 - £109,699 per annum

*An additional allowance of up to 5% of the base salary may be available for an exceptional candidate*

Lindon Bennett School is seeking an outstanding Headteacher to lead the school through a local authority proposed, exciting and ambitious expansion program, extending our current primary provision into secondary education.

Lindon Bennett is a specialist school for children with severe or profound and multiple learning difficulties, some of whom also have autism. We currently cater for children aged 3 to 11 years, with 192 pupils across two sites. Our school is widely recognised for its nurturing ethos, highly skilled staff, and unwavering commitment to meeting the complex needs of every child.

This is a rare opportunity to combine strong, compassionate leadership with strategic vision, guiding a capital project and delivering lasting impact for children with special educational needs. You will build on a successful primary foundation, expanding the school's provision and working closely with governors, staff, families, and partners to create a seamless, high-quality pathway from early years through to secondary education.

Our school is defined by a strong and inclusive culture, underpinned by clear values

that guide everything we do.

## We:

- *Respect everyone in our school community and value their personal experiences*
- *Collaborate to share ideas, knowledge and best practice*
- *Empower our staff through professional development*
- *Champion equity and inclusion so that every learner is inspired to be the best they can be*
- *Partner with families, recognising their vital role in learning outcomes*

These principles shape our relationships, curriculum design, and expectations, ensuring that every pupil and staff member feels valued, motivated, and empowered to succeed.

## As Headteacher, you will:

- Lead with purpose and integrity, ensuring every child thrives academically, socially, and emotionally
- Develop pupils' independence and confidence for life beyond school



- Inspire, develop, and empower a committed staff team through growth and change
- Plan and implement an ambitious, inclusive provision tailored to complex needs
- Foster strong partnerships with families, professionals, and the wider community

#### **We are looking for a leader who:**

- Has a proven track record of successful leadership in special or inclusive education
- Can combine strategic vision with compassionate, values-driven leadership
- Lives and breathes our values, placing the child first while fostering positivity, excellence, and mutual support.

#### **In return, we offer:**

- The chance to lead a school at a pivotal stage of development
- A supportive and ambitious governing body
- A dedicated, skilled, and passionate staff team across two sites
- A progressive Local Authority with strong collaborative partnerships across special, maintained, and academy schools
- The opportunity to make a lasting difference to the lives of children and young people with severe and complex learning needs.

If you are a visionary leader motivated by impact, inclusion, and innovation, we would be delighted to hear from you.

Join us and help shape a new special school where the child always comes first, excellence is celebrated, and everyone is supported to flourish.

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 Wednesday 18th March 2026.  
Interview day: Tuesday 21st April 2026.

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

# 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 & 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 promote 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 ensure 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.

# 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 2-18 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 or NPQL and/or any evidence of successful postgraduate study (e.g. MA in Education)
- Experience of working effectively with the school community and external partners, including other school leaders and their institutions to improve outcomes
- Have a proven track record of the ability to raise the academic and personal achievement of all pupils
- Experience of developing a high impact School Development Plan and to be able to prioritise and deliver the school's objectives. Have a commitment to the use of outcomes from regular self-review

## *Strategy and Accountability*

- 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.

### *Leadership and Management*

- To manage, inspire, encourage and empower staff utilising strong and effective leadership and management skills.
- To be able to identify and promote excellence and challenge poor performance across the school applying a developed understanding of the relationship between managing performance, CPD and sustained school improvement
- Have 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
- To understand fully what is required to lead a school efficiently, effectively and transparently and to understand 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 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

### *Curriculum Management*

- Have an in-depth knowledge of excellence in SEN teaching practice, including appropriate teaching and learning styles.
- Evidence of a commitment to sustaining and developing a safe, secure and healthy school environment, in accordance with Child Protection and safeguarding legislation

- Have a clear understanding of how to develop and monitor teaching and learning to improve quality using data appropriately and effectively to identify needs and trends to promote appropriate levels of challenge to all pupils
- Be able to demonstrate a proven commitment to inclusive education which addresses the needs of all the learners in a diverse community
- Have 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 demonstrates
- Be committed to individual, team and whole school accountability for pupil learning 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*



**Lindon Bennett  
School**

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

*Ofsted June 2023*