

Courage • Commitment • Compassion



LITTLE ILFORD SCHOOL

Headteacher Information Pack



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Welcome from the Chair of Governors



Dear Applicant,

Thank you for expressing an interest in our new Headteacher position and I hope you find the application pack useful. You will already have a flavour of what governors are looking for, but I thought it would be helpful to spell it out in more detail.

The successful candidate will exemplify the Little Ilford School values of Courage, Commitment and Compassion. That is, the courage to make the right, rather than the easy, decisions; the commitment to ensure that all of Little Ilford's students reach their potential as learners and citizens; the compassion to nurture and support our students through the challenges they face.

As a school Little Ilford has grown in recent years from a seven-form entry to our present 12-form entry - that is 1800 students - plus a 25-student Resourced Provision. The school was rebuilt under the Priority Schools Building Programme with a new block added later to cope with the demand for places at our popular, over-subscribed school.

Little Ilford's drive for improvement has been a vision shared between the headteacher, parents, staff and students. We are rightly proud of what we have achieved so far, but the job is far from complete. We need to drive up achievement even further, particularly by continuing to develop our teaching and learning strategies, to improve the life chances of our young people.

The head we are looking for will have a drive for attainment and improvement, be an accomplished classroom practitioner and have the managerial skills to build on what has been achieved to lead the school forward. The successful candidate will recognise that school doesn't finish at the school gates, and you will be able to relate to the local community and have a high profile. You should regard Little Ilford's diversity as a source of strength and an opportunity.

We are seeking a visionary leader with a deep passion for advocacy, someone who views our SEND students not just as a responsibility, but as an incredible opportunity to drive an exemplary model of inclusive education where every single young person is empowered to thrive, achieve, and belong.

Should you be the person we appoint, you will find a supportive, challenging, stable and well-informed board of governors who are deeply committed to the school, who share the ethos we have nurtured of valuing and caring for every student and every member of staff. So we expect our head to embody those values, to understand the moral purpose of education, to be an enabler, a dynamic leader, a sharp judge of character and a manager who can spot potential and bring out strengths and abilities students and staff didn't realise they possessed. We are also proud of our maintained school status.

Our intention is to shortlist candidates in the days following the application deadline on 19 June, conduct the final stage of the selection process on 13–14 July, and have the full governing body ratify the results that evening. I look forward to reading your applications.

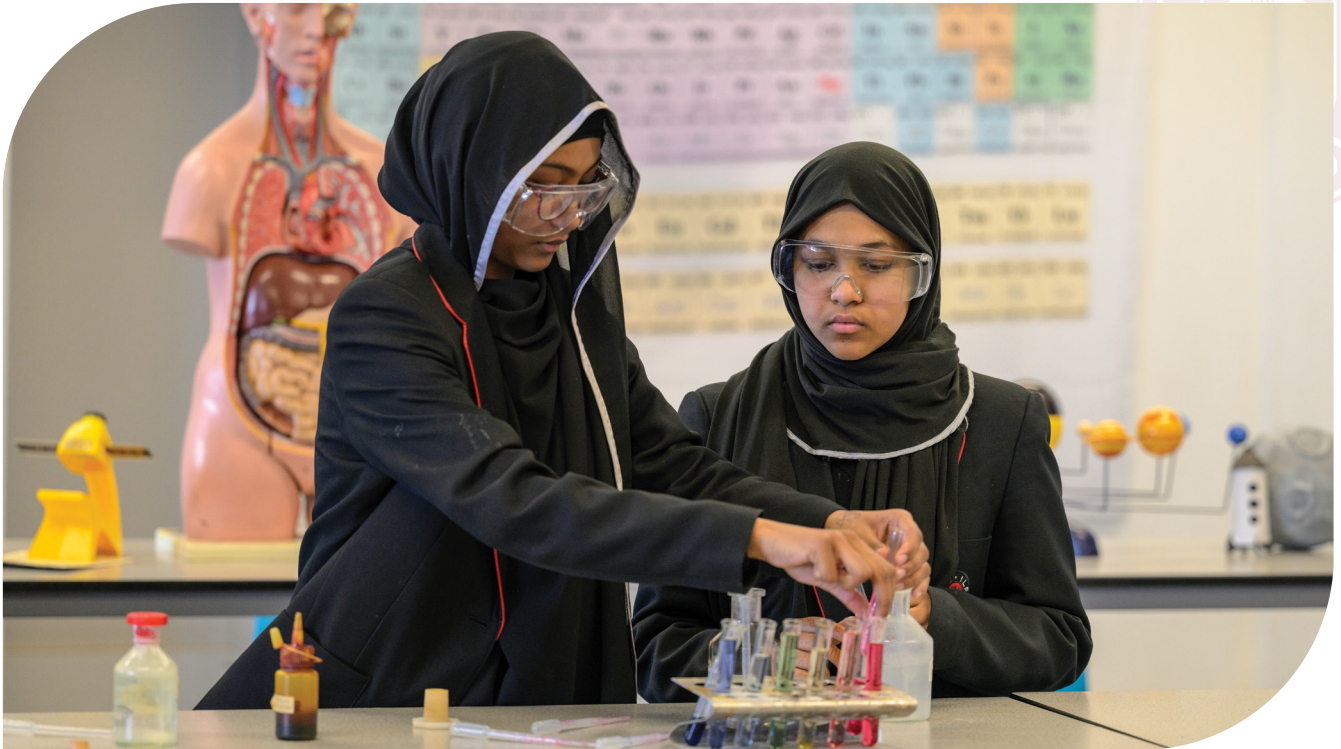


On behalf of the governing body, thank you for your interest in Little Ilford School.

Yours faithfully,

Simon Mares
Chair of Governors

About Little Ilford School



Courage, Commitment, Compassion

Founded in 1957, Little Ilford School is a successful mixed multicultural 11-16 secondary school with 12 forms of entry (1800 students) plus a Resourced Provision for 25 students, situated in the London Borough of Newham.

We are a high achieving school described by Ofsted as 'Good' in their last inspection in 2022. We are a proud, diverse and celebratory institution that enjoys an excellent reputation and strives to be an outward facing school working closely with our community.

We are culturally rich with an ethos based around praise, support and caring for each other. We have very high aspirations for the students whatever their personal or social challenges; we systematically remove all barriers to learning to ensure that all of our students can fulfil their potential and leave us as fully active citizens of the Manor Park community.

We take immense pride in our vibrant, diverse, and highly regarded SEND provision - and are committed to equity in education. We host a Resource Provision with 25 high-needs autistic students, champion 101 students with EHCPs and 20% of our students have identified SEND needs. We view this as an opportunity to drive an exemplary model of inclusive education where every single young person is empowered to thrive, achieve, and belong.

Most of our students begin at LIS below national standards but achieve in line with, or exceed, national standards when they leave in Year 11; our students achieve well above national rates of progression. We expect all of our students to excel.

We strive to ensure that our students achieve even higher rates of progress and outcomes through high quality learning and teaching and a curriculum that provides opportunities for all students to excel.

Little Ilford Students



What we think about our school

“

The teachers care about our wellbeing and mental health. They are also extremely helpful. The school have no tolerance to bullying and teachers are always there to support us if we need.

“

Little Ilford is a good school and I feel lucky to be here around my friends and good teachers.

“

The teachers here at Little Ilford make lessons an enjoyable experience rather than a simple lesson. There are lots of facilities for us to use as well as lots of extra curricular clubs.

“

This school is fun and amazing. The teachers are very helpful and they always try to teach us in the best way possible. The teachers are always trying to make sure we understand everything so that no one is left behind when we are learning. I feel very comfortable here at Little Ilford School.

“

I think that there is a strong school community here and the teachers make the school feel safe.

“

I enjoy coming to school because I enjoy my lessons and that is thanks to my teachers.

“

I feel supported by the school. They help with our mental health and listen to us.

“

The teachers are very kind and caring. I always see them go above and beyond for us when we need them.

“

The community at LIS are very supportive. They help us with everything we need. I think the teachers are very good.

“

I believe that the school makes me feel welcome and my teachers are always smiling. They make me feel valued.



What Staff and Governors Say

“

Little Ilford is the sort of place that gets under your skin. It does a brilliant job of meeting the needs of all the children in the area, no matter what their background or potential area of disadvantage. I have been a governor for 33 years; it is just so wonderful to see the students thrive and flourish.

Ian Powell
Former Chair of Governors

“

Having watched this community evolve over the decades, I know first-hand that the potential of our youth never changes. Every day I walk into these corridors, I'm reminded of my own journey and the teachers who believed in me when I sat in these very classrooms. For me, teaching here isn't just a job; it's personal. We are a family—we rally together through every challenge and celebrate every triumph, proud to keep this legacy alive.

Suresh Ravendran
Head of Media Studies

“

One of the highlights of working at LIS is the opportunity to collaborate with colleagues across the school to enhance our teaching and learning strategies while continuously sharing best practices.

Irfana Patel
Computing/Business Studies Teacher & Lead Practitioner

“

I have worked at LIS for almost 21 years, starting in 2005 as an NQT. I have been fortunate enough to work with supportive staff and many wonderful students, committed to their learning. Moreover, professional development opportunities have allowed me to grow as a leader and as a classroom practitioner. This is a wonderful community school, and I feel privileged to work here.

Sarah Butcher
Assistant Headteacher

“

LIS is a very warm and kind school with incredibly friendly staff who proudly welcome new members to their team. Student behaviour is mostly respectful and support from parents is a noticeable foundation of the school's community feel.

Sara Bearman
English Teacher & Reading Leader

“

It is a privilege to work at Little Ilford School, a truly inclusive and aspirational community where staff are supported, challenged and professionally inspired. At the heart of the school is a deep commitment to community, belonging and opportunity. Every decision is guided by a commitment to improve the lives and life chances of our young people.

Ashley Gurd
Assistant Headteacher



Headteacher, London Borough of Newham

Job start:	January 2027 (or September 2026 if available)
Salary:	L37- 43 (Inner London) £135,141 - £153,490
Location:	Newham, East London
Contract type:	Full Time
Contract term:	Permanent

The Governors are looking to appoint an inspiring and strategic Headteacher. We are seeking someone with strong people-management skills, a proven record of raising standards and, above all, a real passion for education. This is an exciting opportunity to lead, motivate and empower staff, building on our strong foundations to deliver the best outcomes for our school community.

We have a strong reputation and high expectations of both students and staff and consider this to be an exciting place to work and develop, where creativity and innovation are nurtured. While our targets for attainment and progress are challenging, staff have the focus and determination to realise them for the benefit of our students.

The Ideal Candidate

We welcome applications from leaders with a proven track record of impact as a Headteacher, Interim Headteacher, Associate Headteacher or experienced Deputy Headteacher. You should be proactive, innovative, and resilient, with the integrity to lead by example.

Essential Qualifications and Experience:

- Honours Degree or equivalent.
- PGCE and Qualified Teacher Status (QTS).
- National Professional Qualification for Headship (NPQH).
- Recent experience as a Headteacher or Deputy Headteacher.
- Evidence of significant Continuing Professional Development (CPD) in the last three years.

You will also be:

- Passionate about every child's learning, with a relentless determination to ensure all students achieve their full potential.
- Strongly focused on teaching and learning, with a commitment to developing and sustaining high-quality practice.
- Consistent, resilient and aspirational in driving school improvement and raising standards.
- Upholding of our values and embracing our vision of Courage, Commitment and Compassion.
- Committed to collaborative working with our Governing Body.

We look forward to receiving your application.

To apply, or to obtain further information, please see the vacancy section of our website www.littleilford.newham.sch.uk or to arrange a visit contact Mehz Karim on 020 8928 3548 / email m.karim@littleilford.org

The closing date is midday 19th June 2026. Only school application forms will be accepted - submit to hr@littleilford.org

We may shortlist/interview sooner if there is a strong field. Applicants are advised to apply sooner rather than later

Little Ilford School, Rectory Road, Manor Park, London E12 6JB

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates.

Job Description



Overall purpose of the job

Develop and implement the Little Ilford vision by:

- Delivering high quality outcomes and outstanding attainment
- Sustaining a continuing trend of improvement across the school
- Ensuring the highest quality of teaching and learning to achieve consistency of expectation and outcomes across the school
- Ensuring a safe and securing learning environment
- Maintaining a broad and balanced curriculum which includes a commitment to the arts

Strategic direction and development

- Lead and sustain the strategic direction of the school with the Governors
- Develop and implement the school MER (Monitoring Evaluation and Review document)
- Work towards implementing and refining the school vision
- Embed and refine the curriculum model so that it inspires and motivates students and enables the highest rates of progress
- Develop creative approaches to accelerate the progress of particular groups e.g. High Prior Attainers and students
- Ensure robust systems are in place to deliver efficiency and consistency across the school's business
- Sustain and enhance strong working partnerships with students, the community and governors
- Stay up to date with new and relevant educational initiatives that will inform further innovation

Securing accountability

- Sustain and enhance the collaborative ethos throughout the school
- Implement rigorous and effective monitoring systems that sustain and improve teaching and learning and achievement
- Maximise the use of national and internal data to ensure exceptional performance of all groups and eradicate any 'gaps'
- Ensure responsibilities and accountabilities are clearly defined, understood and owned by teachers and leaders
- Use monitoring for timely intervention to accelerate the teachers' development or address weaknesses
- Ensure Continuous Professional Development is of a high quality and sustains individual accountability
- Maximise Appraisal and Continuous Professional Development outcomes to achieve outstanding levels of Teaching and Learning and to tackle any teaching that is less than good
- Develop and maximise quality assurance procedures including the use of external experts as necessary
- Provide honest, detailed and accurate reports for the governors to enable them to fulfil their responsibilities and accountabilities
- Oversee financial resourcing and ensure value for money with maximum impact

Job Description



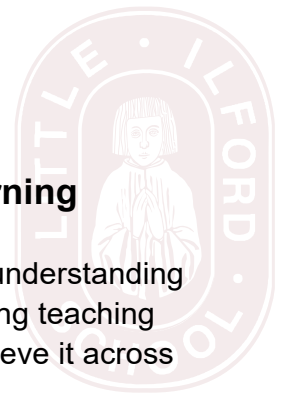
Leadership of Staff

- Provide dynamic and motivational leadership of all staff
- Create and sustain highly effective working relationship with and between staff
- Ensure ownership and mutual responsibility for the corporate vision, ethos and values
- Develop high quality leadership at all levels through professional development programmes
- Create a 'self-reflective' staff which aspires to achieve their best for our students
- Oversee performance development objectives so that they deliver the school's priorities
- Conduct the appraisal of the Deputy Headteachers and the School Business Manager so that they achieve the School Progress Plan targets and the school's priorities
- Ensure effective recruitment and deployment of high-quality staff
- Provide high profile, dynamic and proactive leadership in the wider community

Leading Student Learning

- Ensure the quality of teaching and learning is outstanding and develop high quality development programmes that maintain continual improvement
- Instill an ethos of high expectations for students' behaviour and attitude to learning
- Ensure all students are empowered to take responsibility for their own learning and development
- Ensure the ethos and values of the school are integral to the curriculum and the day to day lessons and interactions
- Prepare our students for a rapidly changing world, whilst enabling them to be fully equipped for both further and higher education and the workplace
- Manage and develop the pastoral care so that students develop greater self-discipline and self-management
- Involve the students in the decision-making process so that they have a sense of ownership

Person Specification



Qualifications

- QTS
- Honours Degree
- Relevant further degree or NPQH
- Registered with the TRA

Experience

- Headteacher or deputy in a secondary school (3+ years)
- Implemented and secured effective teaching and learning
- Implemented and secured curriculum developments
- Secured effective staff development with clear outcomes
- Effective management and deployment of human and financial resources
- Working in partnership with other schools
- Extensive knowledge of safeguarding procedures and an ability to maintain and develop a culture of vigilance to safeguard the welfare of students

Strategic direction and shaping the future

- Able to plan and implement short and long term strategy to achieve desired outcomes
- Develop and implement monitoring systems to keep the school's progress under review
- Communicate the vision with clarity and passion
- Able to inspire and motivate others to deliver the vision and strategy
- Ability to analyse and interpret data and to set challenging targets
- A commitment to achieving excellence

Leading teaching and learning

- Has a clear and conceptual understanding of what constitutes outstanding teaching and learning and how to achieve it across the school
- Has an analytical and diagnostic approach to ensuring continual improvement
- Able to develop a learning culture amongst all staff

Leading and developing others

- Develops and empowers staff as learners
- Challenges and motivates others to attain excellent outcomes
- Is able to give and to receive feedback that is a catalyst for improvement
- Collaborates with other people and schools

Personal attributes

- Reflective, self motivated and driven to achieve the best for the students
- Approachable, reliable and has a presence
- Thinks creatively, solves problems and makes informed decisions
- Demonstrates high levels of professionalism, loyalty and integrity
- Models and exemplifies the school's values
- Able to work under pressure and be resilient

How to apply



Your written application:

If you wish to apply for this position, please respond by submitting the application forms and a supporting statement outlining why you believe that you have the right skill set to undertake this role successfully. Please be sure to relate to the person specification and include examples of impact and evidence.

Applications should be emailed to hr@littleilford.org by Friday 19th June at midday.

Timetable:

Closing date:

Friday 19th June at midday

Shortlisting:

22nd - 25th June

Interviews:

Monday 13th and Tuesday 14th July

Job start:

January 2027 (or September 2026 if available)

Contacts:

For a discussion, further information or to arrange a visit, please call Mehz Karim on 020 8928 3548





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Created by Little Ilford School's Marketing & Media Department