



Job details: Assistant Headteacher

Pay £39,556 + bonus (KPI related)

Job type

- **Permanent**
- **Full-time**

Location

Dunnington, York

Benefits

- Company pension
- On-site parking
- Bright HR benefits
- Wisdom wellbeing

Full job description

Lord Gowthorpe's Independent School | York | From September 2026

At Lord Gowthorpe's Independent School, we believe that providing outstanding support for our pupils begins with supporting our staff. We have created a positive and inclusive working environment founded on mutual respect, professional trust, and strong collaboration. This culture underpins everything we do, enabling our team to thrive while maintaining a healthy work-life balance, promoting wellbeing, and fostering long-term professional growth and job satisfaction.

Lord Gowthorpe's Independent School is a specialist independent school dedicated to supporting young people with a range of additional needs, including autism, social, emotional and mental health (SEMH) needs, anxiety, and barriers to learning. We provide highly personalised support for pupils with an Education, Health and Care Plan (EHCP), ensuring that every young person receives the care, guidance, and educational opportunities they need to succeed.

Our mission is to create a safe, nurturing, and inclusive environment where pupils feel valued, understood, and confident in their ability to learn. Through positive relationships, tailored support, and a strong sense of community, we help young people overcome challenges, develop resilience, realise their potential, and achieve a genuine sense of belonging.

The Opportunity

From Autumn term 2026, we're expanding our learner pathways with an exciting new 'Engage' offer, new Science laboratory and IT suite. This is a rare opportunity to help to shape a developing provision from the ground up and make a meaningful impact at a pivotal stage in students' lives.

We are seeking a dynamic, committed Assistant Headteacher to lead this initiative, someone who will drive our strategic vision and create a learning experience where students feel happy, safe, and surrounded by people who value their individuality and foster their growth.

Why Join Lord Gowthorpe's?

- Small cohort and class sizes – with 25 students across the whole school, you'll have the capacity to know every learner and make a genuine difference.
- 'Family first' ethos - we actively prioritise work-life balance because we know that staff who feel supported deliver the best outcomes for students.
- Manageable workload - our systems and processes are designed to be purposeful, student centred and sustainable.
- Friendly, supportive team - you'll join colleagues who collaborate genuinely and look out for one another.

What We Are Looking For

At Lord Gowthorpe's Independent School, we are seeking dedicated, compassionate, and resilient individuals who are passionate about making a positive difference in the lives of young people with additional needs.

The ideal candidate will be committed to building strong, trusting relationships with pupils and colleagues, demonstrating patience, empathy, and a genuine belief in every young person's potential. You will be able to adapt your approach to meet individual needs, create a positive and engaging learning environment, and contribute to a culture where pupils feel safe, valued, and supported to succeed.

We value professionals who are reflective, collaborative, and eager to develop their practice. Whether you bring extensive experience in specialist education or are looking to build your skills within a supportive setting, you will share our commitment to delivering high-quality education and care that helps every pupil achieve their personal best.

Most importantly, we are looking for people who align with our values of respect, inclusion, kindness, and high aspirations for all, and who are motivated by the opportunity to have a lasting impact on the lives of the young people we serve.

Job Types: Full-time, Permanent

Pay £39,556 + bonus (KPI related)

Experience:

- Special education: 1 year (preferred)

- Leadership: 1 year (preferred)

Language:

- English (required)

Licence/Certification:

- Driving Licence (preferred)

Work authorisation:

- United Kingdom (required)

Work Location: In person