



The Altmore & Lathom Schools Federation

HEADTEACHER RECRUITMENT PACK



CONTENTS

Introduction from the Chair of the Governing Board:	3
Why Altmore and Lathom	4
Our Vision & Ethos	5
Our Values	5
Living Our Ethos	6
The Local Area & Accessibility	6
The Role: Headteacher	7
Job Description	7
Person Specification	8
How to Apply	9
Learn More	9
Final Notes	9



Introduction from the Chair of the Governing Board:

Ms Tomi Deji-Fowokan

I am delighted that you are interested in applying for the Headteacher position at the Altmore & Lathom Schools Federation.

Our two schools are large and have five-forms of entry on two sites, they are successful, caring, inclusive and popular schools which are highly regarded within the local East Ham community.

Altmore, our Infant school is the hub for the management and co-ordination of provision and services for the East Ham Children's Centre; the school offers high quality EYFS provision for pre-school 2 year-olds, Nursery for 3 year-olds, Reception and Key Stage 1. Our provision provides young children with, the best start, it has safe and accessible spaces including soft play and sensory room provision, and classrooms that are child friendly spaces and consistent stimulating environments.

Children transfer to Lathom for the start of Key Stage 2; our school is a splendid three-storey Victorian building, built in 1897. This provides children with airy, large classrooms, as well as sensory room provision, and many creative learning spaces, enabling and encouraging them to work collaboratively.

Our large staff body reflects the diversity of the community we serve. They are committed, enthusiastic and supportive, and all have the highest expectations and aspirations for every child, going above and beyond to provide the best possible education for everyone. They keep themselves updated with current issues and initiatives and access a well-structured programme of CPD.

As a Governing Board, we are very keen to ensure that all children have creative, meaningful, stimulating and positive play and learning experiences. We ensure that the school provides a secure environment where children feel confident, valued and respected. Children have a strong pupil voice, which supports us in developing and reviewing our ethos and aims.

Children's learning is skills, knowledge and language-based, the respective curriculums are progressive and creative and take into account the individual needs and interests of children. They also involve teaching children about global learning & diversity, sustainability and enterprise. Transitions for our children are effective, and good systems for information-sharing underpin this, meaning that the right support is in the right place, for the right child at the right time.

Both schools are local authority schools which work collaboratively with each other and other schools to strengthen our offer and provide the best possible learning environments and opportunities for our community. Partnerships with our parents, families and wider school community are a strength, making our schools destination schools in the local area.

To learn more about our schools, our pupils, and our curriculums, please visit our websites and explore our most recent Ofsted reports.

Our schools are great schools to learn in and great schools to work in. If you are looking for schools where wellbeing, creativity, and kindness are at the heart of everything, and where you will be supported to lead with passion and purpose, then we would love to meet you.

WHY ALTMORE & LATHOM?

Altmore Infant School and Lathom Junior School are proud to serve the vibrant and diverse community of East Ham. Together, our federation offers a nurturing and inclusive environment with a five-form entry across two welcoming, well-resourced sites.

Altmore provides a strong foundation for early education through its Children's Centre and high-quality EYFS provision. Children enjoy stimulating environments designed for curiosity and creativity, including soft play and sensory rooms.

At Lathom, children benefit from large, characterful classrooms and a curriculum enriched through collaborative learning spaces. Both schools promote an ethos of kindness, respect, confidence, and resilience.

With an enthusiastic, dedicated staff and deeply engaged families, Altmore and Lathom are places where learners thrive, and professionals flourish.



OUR VISION & ETHOS

We believe all children should have the freedom to learn in a safe and secure environment. Our shared vision is to:

- Promote independence, confidence, and enthusiasm
- Encourage self-belief and peer support
- Offer opportunities that inspire and inform
- Celebrate cultural diversity and individuality
- Enable every child to experience success and fulfil their potential

OUR VALUES

At Altmore and Lathom, we nurture children who are:

- Resilient
- Respectful
- Determined
- Confident
- Caring
- Independent

And above all: **Kind**

**At Altmore
children are:**



... and always **KIND**

**At Lathom our values
encourage us to be:**



LIVING OUR ETHOS

We create safe, creative, and inclusive learning environments where:

- Personalised learning fosters academic and emotional growth
- Pupil voice is valued in shaping our ethos and decision-making
- Transition between Key Stages is supported with care and intention
- Curriculum is progressive, language-rich, and culturally responsive
- Teachers are supported with CPD and a culture of collaboration

THE LOCAL AREA & ACCESSIBILITY

Our schools are located in the heart of East Ham, a well-connected area of East London:

- Altmere Avenue & Lathom Road sites are a short walk from East Ham Station (District and Hammersmith & City lines)
- Excellent bus routes and community access
- Nearby parks, libraries, and cultural venues enrich the learning experience



THE ROLE: HEADTEACHER

- **Salary:** Leadership Scale starting at point 29
- **Contract:** Permanent, Full-Time
- **Location:** Altmore Infant School, E6 2BX & Lathom Junior School, E6 2DU
- **DBS:** Enhanced (mandatory)

We are seeking an inspirational and experienced leader to guide our federation through its next chapter. This role offers the opportunity to:

- Shape strategy across two well-regarded schools
- Lead a diverse and skilled staff team
- Champion inclusion, creativity, and academic excellence
- Collaborate across communities to raise aspirations and outcomes

JOB DESCRIPTION

The Headteacher will:

- Lead the strategic vision, values, and priorities of both schools
- Ensure excellence in teaching, learning, and outcomes
- Champion inclusive practice and safeguarding
- Inspire and develop a committed staff team across both sites
- Manage school resources effectively, ensuring value and sustainability
- Represent the schools with integrity across the local authority and wider educational community





The postholder is expected to meet the Headteachers' Standards (2020), with particular focus on:

- School culture and ethos
- High standards of teaching and curriculum
- Pupil achievement, behaviour, and wellbeing
- Inclusion, SEND, and safeguarding
- Staff development and organisational leadership
- Financial accountability and strategic planning

PERSON SPECIFICATION

We are looking for a candidate who can demonstrate:

- Qualified Teacher Status and senior leadership experience in a multi-phase or federated context
- Proven track record of improving outcomes and closing attainment gaps
- Strategic thinking, communication, and interpersonal excellence
- Commitment to equity, inclusion, and the values of our community
- Experience of working with governors and external stakeholders
- Strong financial and operational management
- A passion for developing others and fostering a culture of lifelong learning

HOW TO APPLY

Visits to our schools are mandatory. Please arrange your visit with: Mrs Sarah Rowlands

Email: sarah.rowlands@alfederation.com

Mobile: 07415 800030

- Closing Date: 10th September 2025 (12:00 noon)
- Shortlisting: Week commencing 15th September 2025
- Interviews: Week commencing 22nd September 2025

For an informal discussion about the role, reach out to the Head of HR at The Education Space, Tom Alexander: tom.alexander@theeducationspace.co.uk

[View the post](#)

LEARN MORE

Explore our schools and read our Ofsted reports:

- [Altmore Infant School Website](#)
- [Lathom Junior School Website](#)

FINAL NOTE

Our schools are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. This post is subject to enhanced DBS checks, references, and online vetting.

Altmore and Lathom are schools where wellbeing, creativity, and kindness are at the heart of everything we do. We look forward to welcoming a leader who shares our passion and purpose.



Altmore Infant School

Altmore Avenue
East Ham
London
E6 2BX

020 8472 3555

<https://altmore.newham.sch.uk>

Lathom Junior School

Lathom Road
East Ham
London
E6 2DU

020 8472 0386

<https://lathom.newham.sch.uk>