



NICHOLAS CHAMBERLAINE SCHOOL
Assistant Head – Attendance and Head
of English
(L10– L13)
Start Date: January 2027



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An introduction to Nicholas Chamberlaine School



Thank you for your interest in becoming part of our school community.

Nicholas Chamberlaine School is a secondary school with VI Form provision in Bedworth, Warwickshire. We have been serving the community for over 60 years and are proud of the impact we are making on the lives of our young people.

In September 2013, we were delighted to join the Griffin Schools Trust and are now part of a family of schools with a distinctive identity. Our closest partner schools are Race Leys Junior School, Park Lane Primary School and Exhall Junior School, and we benefit from working together as a strong and supportive collegiate.

We have a strong vision. Nicholas Chamberlaine is committed to providing an excellent and inspiring educational experience for all our students. To support this, Nicholas Chamberlaine School:

- raises aspirations, expectations and achievement for all students
- ensures students acquire the knowledge, skills and qualifications relevant to adult life and employment
- shows students how to think for themselves, to develop enquiring minds and become disciplined learners
- helps students to understand the world in which they live and their own responsibilities as members of our community and society
- broadens our students' horizons through a range of academic, creative, sporting and musical activities within and beyond the classroom.

We are passionate about educating young people through a well-rounded approach built on rich co-curricular programmes and high-quality pastoral care as well as an inspiring curriculum, expertly taught.

N Minty
Head of School

www.nicholaschamberlaine-gst.org

The Benefits

The Griffin Schools Trust is committed to building staff teams of interesting people, who are motivated to advance their own knowledge and skills, as well as their students' achievement.

The Griffin Schools Trust provides regular pedagogical CPD and delivers its own leadership programmes from NQTS, aspiring to Executive Heads. We also offer a funded research-based Master's programme.

..... Wellbeing.....

- We never use all of 1265
- We have reduced data drops to allow for more teaching and learning.
- During the summer term, we prioritise staff time for core priorities and essential CPD rather than rolling over the timetable.
- Two teacher training days are disaggregated to enable staff participation in the Effective Formative Assessment program's twilight sessions.
- Curriculum planning is centralised within departments, allowing teachers to adapt from base lessons, instead of starting from scratch.
- We provide outstanding professional development opportunities, including NPQs and Trust funded Masters programs, with-in school support.
- Teachers are encouraged and supported to become exam markers.
- Departments have a minimum of three meeting per half term to facilitate the sharing of practices and subject knowledge.
- We minimise emails with one Staff Comms and one MLT Comms per week.
- Detentions are centralised to allow teachers more preparation time.
- We support staff in balancing family needs through part time and flexible contracts, as well as paid/unpaid time off.
- All colleagues enjoy free access to a modern on-site gym.
- We foster a sense of community with weekly staff breakfasts on Fridays.
- Sharing good practices and collaborative work with other departments is actively encouraged.



Role Description

Nicholas Chamberlaine School is seeking an exceptional, ambitious and inspirational leader to join our Senior Leadership Team as Assistant Headteacher, with strategic responsibility for whole-school attendance alongside leadership of our English department.

This is a significant and exciting opportunity for an experienced and successful English practitioner who is ready to make an impact beyond their subject area, combining a passion for high-quality teaching and learning with a commitment to improving attendance, inclusion and outcomes for all pupils.

We are looking for a leader who understands that excellent attendance and excellent teaching go hand in hand, and who has the vision, determination and interpersonal skills to drive improvement across both areas.

The role

As a member of the Senior Leadership Team, you will play a central role in shaping the strategic direction of the school and delivering our school improvement priorities.

Strategic Leadership of Attendance

You will:

- Lead the development, implementation and evaluation of a whole-school attendance strategy.
- Drive sustained improvements in attendance and punctuality, with a particular focus on reducing persistent and severe absence.
- Provide strategic leadership and oversight of the attendance team, ensuring robust systems, effective intervention and clear accountability.
- Work collaboratively with pastoral leaders, Heads of Year, SEND and safeguarding teams to identify and address barriers to attendance.
- Develop effective partnerships with families, external agencies and the local authority.
- Use data intelligently to identify trends, evaluate the impact of interventions and inform strategic decision-making.
- Promote a positive culture of attendance, belonging and inclusion across the school.
- Ensure that attendance systems and practices meet statutory expectations.

Leadership of English

You will:

- Provide inspirational leadership of the English department, securing consistently high standards of teaching, learning and achievement.
- Lead the development of an ambitious, inclusive and well-sequenced English curriculum.
- Drive improvements in GCSE English Language and Literature outcomes, including achievement at grades 4+, 5+ and the highest grades.
- Development of KS3-KS5 curriculum.
- Establish high expectations for teaching, assessment, feedback and adaptive practice.
- Develop and support colleagues through effective coaching, professional development and quality assurance.
- Use assessment information to identify gaps, target intervention and improve outcomes for all pupils, particularly disadvantaged pupils and those with SEND.
- Champion a love of reading, literature and language, contributing to the school's wider literacy priorities.
- Build a positive, collaborative and ambitious departmental culture.

Role Description

About you

We are seeking an exceptional leader who:

- Is an outstanding or highly effective English teacher with excellent subject knowledge.
- Has a proven track record of successful leadership and improving pupil outcomes.
- Can demonstrate the ability to lead, motivate and develop colleagues.
- Has a strong understanding of the relationship between attendance, inclusion, safeguarding and academic achievement.
- Is confident using data and evidence to inform strategic decisions and evaluate impact.
- Has excellent organisational, communication and interpersonal skills.
- Is resilient, solution-focused and able to balance competing priorities effectively.
- Has high expectations of pupils and staff and an unwavering commitment to educational excellence.
- Is ready to contribute fully to the strategic leadership of a large and ambitious secondary school.

Previous whole-school attendance leadership experience would be advantageous, but we particularly welcome applications from strong English leaders who can demonstrate the skills, strategic thinking and ambition required to succeed in this wider leadership role.

Why join Nicholas Chamberlaine School?

Nicholas Chamberlaine School is a vibrant and ambitious school community, committed to ensuring that every pupil receives an excellent education and has the opportunity to flourish.

As part of Griffin Schools Trust, we benefit from a shared commitment to excellence, collaboration and professional development.

You will join a dedicated Senior Leadership Team at an important stage of our improvement journey, with the opportunity to shape whole-school strategy, lead a key curriculum area and make a lasting difference to the lives of young people.

If you are an ambitious leader with a passion for English, a commitment to inclusion and the determination to make a difference across a whole school, we would be delighted to hear from you.

Nicholas Chamberlaine School and Griffin Schools Trust are committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to appropriate safeguarding and pre-employment checks, including an enhanced DBS check.

Griffin Schools Trust

FAMILY OF SCHOOLS

WEST MIDLANDS



EAST LONDON



NORTH WARWICKSHIRE



MEDWAY



How to Apply



NICHOLAS
CHAMBERLAINE
SCHOOL

We would love to show you the heart of Nicholas Chamberlaine School so that you can get a sense of how well matched you may be to our professional community as a school and as a Trust. Please look at our website (www.nicholaschamberlaine-gst.org) and explore the Trust website as fully as you can (www.griffinschoolstrust.org). You will see evidence of the shared life of the schools in the Trust in events such as the Science Symposium, the Arts Festival, the Sports Festival and Founders Day.

The Trust really is a family of schools which work closely together within and across phases and geographical hubs. So in joining Nicholas Chamberlaine, you do have good relationships with local authority schools and projects but you also have strong working relationships with your peers in one secondary school in East London as well as day to day involvement with our two GST neighbour primaries, Race Leys, Park Lane and Exhall Junior School, both examples of what a Griffin Great School looks and feels like. It is that journey to Griffin Great that informs our development planning.

Ofsted validates our progress within a defined national framework: it emphatically does not set our agenda.

Please read the attached Griffin Great descriptors very carefully because that is the culture and performance you will be helping us to build should you join us. Your research into Nicholas Chamberlaine School will help you to travel.

Having researched sufficiently to decide to apply, please tell us in no more than two sides of A4 in 11 point font (1) why you want to join Nicholas Chamberlaine School as an Assistant Head and what you see as our challenges (2) why your personal track record matches or exceeds our requirements.

Please include a full CV with the names and direct contact details of two referees (one being your most recent employer) and the completed Safer Recruitment Form. We will contact your referees before shortlisting and may also have a phone call with you.

Applications should be received no later than Wednesday 28 October 2026 by 9.00am

Completed applications to include a full CV and covering letter and should be addressed to Natalie Minty (Head of School) and sent to recruitment@nicholaschamberlaine.co.uk

Interviews will take place on receipt of successful applications. Therefore, we reserve the right to withdraw the advert before the deadline. Early applications are encouraged.

If you would like a confidential exploratory call once you have done initial research into Nicholas Chamberlaine School and the Griffin Schools Trust, please email h.yeomans@nicholaschamberlaine.co.uk who will make an appointment.

Nicholas Chamberlaine School is an equal opportunities employer committed to safeguarding our students and working in partnership with our local community. We treat people equally regardless of gender, race, disability or sexual orientation and are committed to meet the requirements of the Equalities