

JOB DESCRIPTION

ASSISTANT HEAD TEACHER – Culture for Outcomes

Permanent from 1 September 2025

Salary Scale L12 - L16

The Assistant Head Teacher will lead and manage whole school culture for outcomes.

Culture for Outcomes

To lead a positive whole school culture shift, having strategic oversight in maximising student achievement, both academically and socially.

Establish and monitor effective and meaningful strategies to streamline the culture, with robust systems to improve progress and outcomes.

Implement meaningful strategies to engage students, staff and the community.

Develop and monitor effective intervention strategies to improve outcomes.

Regularly liaise with an external supporting company.

Develop positive and collaborative parental relationships.

Lead processes for identifying and supporting students and staff who may need additional support to engage with the culture of the school.

Contribute to a safe and welcoming learning environment for students, particularly for those who may be vulnerable.

Work closely with key members of the Senior Leadership Team to foster positive behaviours and ensure best outcomes.

In addition the Assistant Head Teacher will:-

- Be a highly visible, professional, proactive member of the Senior Leadership Team.
- Contribute to the whole school assembly programme.
- Lead a team of staff.
- Attend meetings as required.
- Chair working groups.
- Make presentations to external audiences and governing body.
- Be a team leader within appraisal.
- Undertake a small teaching commitment (the designation of which is to be confirmed).
- Complete returns to external providers e.g. OFSTED etc.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others' health and safety. The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

PERSON SPECIFICATION

ASSISTANT HEADTEACHER – Culture for Outcomes

We shall be looking for applicants who can fulfil the following criteria:

Essential	Desirable	How Assessed
Qualifications and Professional Development		
<ul style="list-style-type: none"> ● QTS Status. ● Qualified to degree standard or its equivalent. ● Evidence of a continuous and appropriate professional development. ● Post holder will require a current enhanced DBS. 	<ul style="list-style-type: none"> ● Further professional study in preparation for a leadership role. 	Personnel File.
Experience		
<ul style="list-style-type: none"> ● Outstanding classroom practitioner. ● Successful teaching experience in the secondary phase. ● Proven track record of outstanding examinations success with students over a sustained period of time. ● Evidence of a significant wider professional contribution to school life. ● A proven track record of successful middle leadership experience. 	<ul style="list-style-type: none"> ● Experience as an INSET provider/coach/trainer. ● Involvement in whole school curriculum initiatives. 	Letter. Interview.
Philosophy and vision		
<ul style="list-style-type: none"> ● Identification with our school's stated aims. ● Total commitment to the provision of outstanding quality teaching and learning as an entitlement for all students. ● Clearly articulated educational and leadership philosophy. 	<ul style="list-style-type: none"> ● Understanding the importance of counselling young people. 	Letter. Interview.
Knowledge and Understanding		
<ul style="list-style-type: none"> ● Outstanding interpersonal skills to foster positive relationships with all stakeholders. ● A broad knowledge of current developments and educational leadership in general. ● An awareness of government legislation and the opportunities provided in schools. ● An understanding and commitment to equal opportunities. ● The ability to secure student outcomes supported by the ability to analyse and interpret data effectively leading to appropriate intervention. ● A working understanding of the inspection framework and its implications for school leadership. 	<ul style="list-style-type: none"> ● Knowledge of appraisal procedures. ● A broad knowledge of ICT programmes. 	Interview.