



**HARTLAND
HIGH SCHOOL**

**HARTLAND HIGH
SCHOOL**

RECRUITMENT PACK



Proud to be part of the

**GREENSHAW
LEARNING TRUST**

Hartland High School,
125 Hartland Rd,
Reading,
RG2 8AF

Email: contact@hartlandhigh.co.uk

Telephone: 01189 370200



**HARTLAND
HIGH SCHOOL**

Dear candidate

Thank you for your interest in the role of Assistant Headteacher, Behaviour, Culture and Ethos at Hartland High School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Hartland High School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School Recruitment Officer, Swati Kurle (skurle@hartlandhigh.co.uk). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Emily Davey, Headteacher

ABOUT OUR SCHOOL

At Hartland High School, our goal is for every student to climb their own personal mountain to the very best universities in the country or careers of their choosing. To achieve this, we have built our school around five pillars.

Academic Excellence

All our students will leave us with excellent grades. We recognise that to be a true vehicle of social mobility, our students must have results that enable them to make choices about their futures and leave with opportunities in front of them. We know that learning is joyful and that all children are motivated to learn when they are provided with conditions in which they can experience success and classrooms in which they feel they belong.

Character Education

Our students are taught excellent character. Our mantra 'Work hard, be kind' underpins everything we do. Students have access to a broad enrichment programme and experiences beyond the classroom that will equip them with the character required to succeed.

Pastoral Care

We recognise that adolescence is a challenging period for our young people and that with a high proportion of disadvantage in the community we serve, many of our students will require pastoral support in order to thrive. Our pastoral leaders, exceptional safeguarding and mountain rescue provision means our school is a safe and caring environment.

Community Involvement

Our community is one of our greatest assets, from parents and carers, extended families often with multiple generations who have attended our school, and other local community members and activists. And we know that parents and carers are critical in our students' journeys up their mountains.

Investment in Staff

All members of staff deserve to be treated with respect at all times. We value incredibly highly the important work that our teams and individuals do. We commit to ensuring all staff receive high quality professional development so that they can grow their careers with us or within GLT.

Hartland High School is on a rapid journey of school improvement, backed by a trust with a track record of turning around failing schools in areas of historic underperformance. This is a hugely exciting opportunity to be part of the leadership team driving forward change in a school context with high proportions of socioeconomic disadvantage.

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with the Leadership pay scale, points 11-15 (£66,368 - £73,105).

HOURS OF WORK

Full-time, 32.5 hours per week, 52.143 weeks per year.

PLACE OF WORK

Hartland High School, 125 Hartland Rd, Reading RG2 8AF.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

GLT will recognise continuous local government service for redundancy purposes in line with the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Assistant Headteacher, Behaviour, Culture and Ethos
Responsible to:	Headteacher / Deputy Headteacher

ROLE OVERVIEW

This leadership position is open to dynamic, inspiring and outstanding leaders who have a proven track record in delivering excellent attainment and achievement. The role requires strategic thinking and an ability to lead from the front whilst offering challenge and support to all stakeholders.

The successful candidate will:

- Demonstrate a passion for education and a desire to improve the life chances of all students
- Have the ability to build a culture of continuous learning and development
- Adapt rapidly to the challenge of building on the existing strengths of the school to achieve all round excellence in teaching and learning
- Assess their approach and style and challenged themselves to think differently about how best to align their leadership to the needs of the school
- Have the ability to empower and motivate staff
- Maintain and develop the schools ethos of diversity, inclusivity and equality of opportunity
- Have successful experience as a senior or middle leader with a proven track record of success

Key purpose – with the Headteacher and Leadership Team:

- Share responsibility for school policies, decision-making and strategic planning
- Develop an ethos of extremely high expectations of staff and students
- Take full accountability for key areas of the school's work
- Manage staff and resources
- Monitor progress towards the achievement of the schools aims and objectives
- Be a highly visible presence around the school and model expectations of staff and students
- Have a strategic overview for a designated area of school improvement

MAIN DUTIES AND RESPONSIBILITIES

- To contribute to the strategic leadership and development of pastoral and behaviour systems, ensuring the highest standards of student behaviour and attitudes to learning.
- To provide effective line management and leadership of identified team leaders responsible for behaviour.
- Work closely with staff responsible for support of vulnerable students, including those with responsibility for attendance, safeguarding, LAC students, and pupils with SEND.
- To have a comprehensive understanding of the interventions across the school to support behaviour and self-regulation, and understand their effectiveness.
- To lead aspects of the School Improvement Plan and Self Evaluation relating to behaviour and attitudes.
- To model outstanding practice in the classroom, including teaching, planning and feedback.

LEADERSHIP AND MANAGEMENT

- Share the responsibility for the leadership of the school and contribute to the decision making processes of school leadership.
- To take a lead in the maintaining of high standards of behaviour and dress.
- To have a visible presence in corridors and ensure care for the environment and the fabric of the building, including assisting with lunch-time supervision and gate duty.
- To espouse and actively promote the ethos and policies of the School.
- To communicate and consult with governors, staff, students, parents and members of the wider school community.
- Managing staff and resources, including adding to the capacity of the existing senior team (chairing PSPs, leading readmission meetings, supporting day to day needs).

GENERAL RESPONSIBILITIES

- To work with colleagues in the Greenshaw Learning Trust to support the sharing and development of excellent practice.
- To teach in the region of 10 periods a week.
- To undertake such other duties and responsibilities as may be reasonably requested by the Headteacher in accordance with the relevant Pay and Conditions document.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Hold an appropriate teaching certificate and Qualified Teacher Status	x	
Hold a recognised degree (or equivalent) with a good classification in a relevant subject	x	
Evidence of Continuing professional development	x	
Postgraduate level qualification or recognised alternative		x
Skills and experience		
Leadership of a team of colleagues	x	
Direct responsibility for the achievement and conduct of a year group of pupils or equivalent pupil grouping	x	
An understanding of how to improve pupil and staff performance and evidence of making an impact in this area	x	
Liaison with other agencies beyond school (for example social services, CAMHS or other similar)	x	
Direct oversight of others and responsibility for their performance management		x
An understanding of the principles and practice of strategic planning	x	
An understanding of how to review operational performance	x	
Excellent communication skills	x	
Demonstrate a commitment to following the school's principles of teaching, learning and assessment	x	
Have an effective approach to behaviour management, setting the highest standards and behavioural expectations	x	
The ability to influence others, make a persuasive case and positively leading change	x	
Willing to take responsibility for professional learning and fully engage in the school's Professional Growth Programme	x	
Ability to communicate effectively, both orally and in writing, with students, parents and colleagues	x	
Additional requirements		

Have high professional standards and expectations	x	
Demonstrate a commitment to the role of tutor as a central figure in the life of a student and their parents/guardians	x	
Ability to appropriately deal with confidential information	x	
Demonstrate a commitment to comprehensive education and to the active promotion of equal opportunity	x	
Desire to enhance and develop skills and knowledge through CPD	x	
Demonstrate a commitment to safeguarding and promoting the welfare and development of young people and help demonstrate a positive attitude to helping them achieve their potential	x	
Recognition of the importance of personal responsibility for Health and Safety	x	
Commitment to the school's ethos, aims and its whole community	x	
Committed to the safeguarding of children	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59 pm on Sunday 12th October 2025**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post in January 2026.



GREENSHAW
LEARNING TRUST



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



HARTLAND
HIGH SCHOOL



125 Hartland Road
Reading
RG2 8AF



0118 937 0200



contact@hartlandhigh.co.uk



www.hartlandhigh.co.uk