

# Samuel Ward Academy Assistant Headteacher Recruitment Pack



Start Date: April 2025

Leadership L13-17

*We ensure that our students **aspire** to be their very best, tackle challenges **bravely** and work together with **compassion** to build an inclusive community in which each individual can flourish.*

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## UNITY SCHOOLS PARTNERSHIP

The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.

- It is our intention that all trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.

The trust expects its work to be characterised by:

- Integrity
- Inclusion
- Kindness

<https://www.unitysp-careers.co.uk/our-aims/>

## HEADTEACHER'S WELCOME

Dear Prospective Applicant,

Thank you for showing an interest in this key strategic position at Samuel Ward Academy. We are looking to add to the senior team with the appointment of an exceptional Assistant Headteacher, to lead on an agreed aspect of school development. The successful candidate will work within a strong, supportive, and collaborative SLT. Exact responsibilities will be agreed with the successful candidate based on their experience and skills but will be in the area of pastoral support, attendance and personal development. We have clear values by which we work, and if you share a commitment to inclusive education, so that all students can develop to reach their full potential, make a positive contribution to society and are given excellent foundations to lead enriching and interesting lives, then this could be the role for you!

We are a member of Unity Schools Partnership, working closely with colleagues in other schools in Haverhill and across the region to share best practice and develop innovative approaches supported by an experienced and well-resourced central team. We are especially excited and proud to be working alongside our primary feeder schools. By working together, we will be able to ensure smoother transition, greater access to resources, more opportunities for leadership development, greater sharing of expertise and a common approach to supporting all of our students to achieve. Together, our commitment is to provide excellent education, excellent care and excellent opportunities as part of an 'all-through' education; from early years to A-Levels.

Our staff and students are our biggest assets. Staff care deeply for their students, drive standards in teaching and learning (for example, through the newly established 'Pedagogical Leadership Team') and work together to create a culture in which everyone feels like they belong. Students are engaging, strive to achieve and take pride in belonging to their school. They are a joy to teach and motivated by the strong pastoral and academic life of the school. Students enjoy their learning, behaviour around the school is good, and parents support the aims and ambitions of the school. In fact, feedback from a parent recently was a joy to read:

*My two children (Y7 and Y9) are thoroughly enjoying school. They are animated when talking about it, they tell me about lessons and what they are doing and they are forming some meaningful teacher-pupil relationships which are helping them to feel settled and valued at school. They are also energised by the rewards system - they love the golden tickets... It's lovely to get messages and phone calls home and they are super proud when I tell them. I would like to say thank you for that... Please pass this on to all your staff - it takes team effort and continued commitment, and everyone pulling in the same direction to make system and culture changes work but from our point of view, it is certainly working and I can't thank you all enough.*

**(Parent, December 2024)**

Finally, if you are passionate about working with young people and really believe you can join our team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

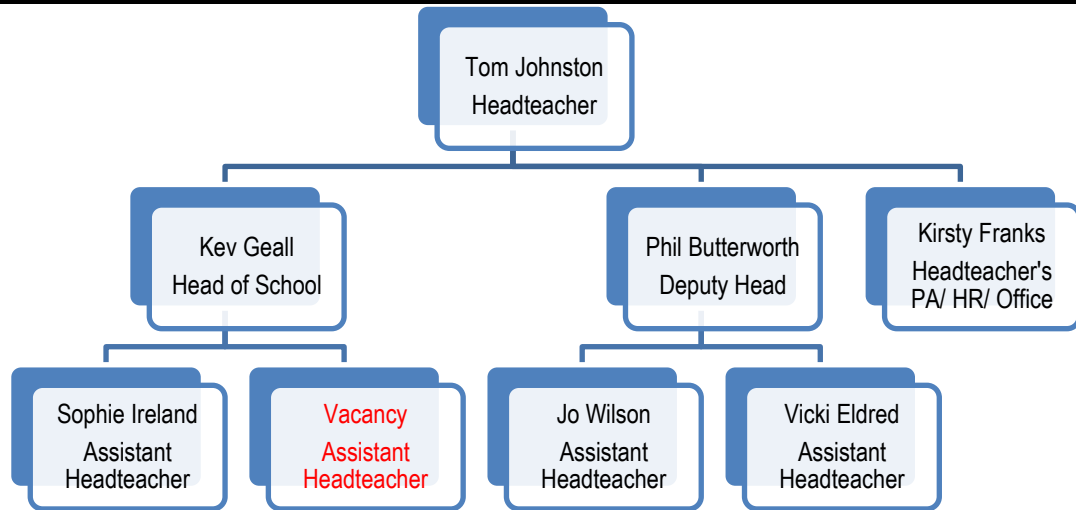
If you would like more information, or to visit, please do not hesitate to contact us and I will be more than happy to accommodate your request.



Tom Johnston  
Headteacher



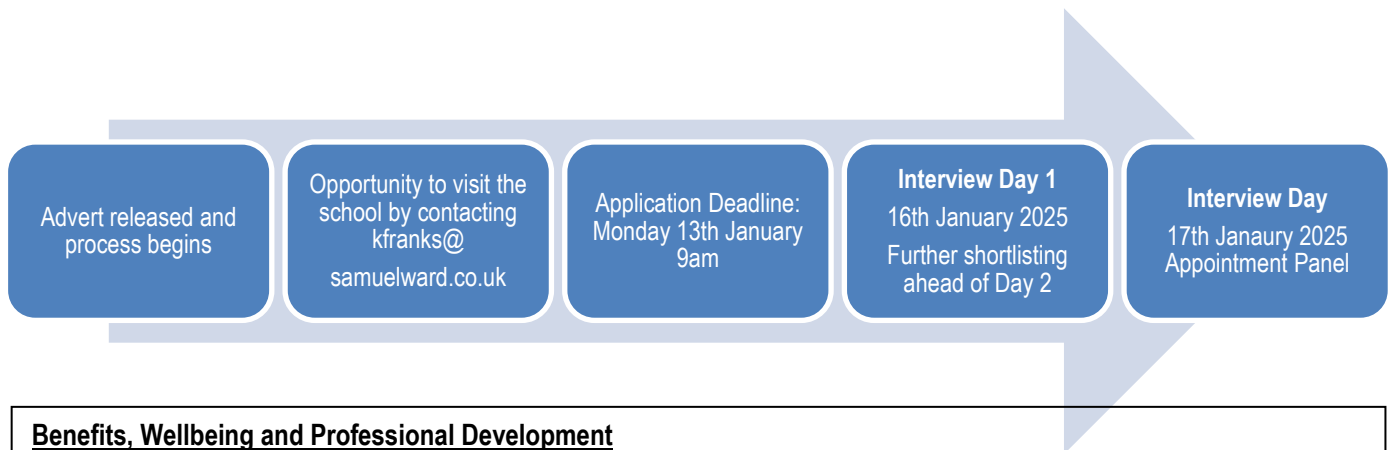
## SENIOR LEADERSHIP TEAM STRUCTURE



All members of SLT line-manage curriculum and/ or pastoral leaders. We recognise that for professional growth reasons and for school innovation, it is healthy to rotate SLT roles and responsibilities and this will usually happen by negotiation in the summer term ready for the new academic year, as appropriate.

All SLT members are expected to maintain up to date CPD on matters related to their brief and school leadership including Ofsted Inspection readiness. AHT Teaching allocations are usually 20/50 periods, or less.

## THE RECRUITMENT PROCESS



### **Benefits, Wellbeing and Professional Development**

Training opportunities are significant due to the presence of our own teaching school ([Suffolk Borders Teaching Alliance](#)) at the heart of the trust which is driving outstanding opportunities for professional development, research, teacher training and collaboration between schools and across phases. The three elements of the Teaching School's responsibility are effective school-to-school support, high quality initial teacher training and provision of evidence-informed continuing professional and leadership development.

Unity Schools Partnership also has a research school and through the various strands of Research School activity, Unity Schools Partnership has extended its reach and reputation for collaborative school improvement work with connections with the Department for Education, Chartered College of Teaching, Teaching School Council, Royal Society, Ofsted and UCL.

The Trust offers a wide range of Wellbeing, Staff Benefits and Professional Development. Full details can be found on the Unity Schools Partnership website: <https://www.unitysp-careers.co.uk/training-and-benefits.html>

## SAMUEL WARD ACADEMY VISION AND VALUES

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### SWA Vision:

We are an inclusive community committed to creating rich and fulfilling futures for each child. We do this through academic excellence, mutual respect, supportive relationships, high aspirations for all and by instilling strong values.



### SWA Values: Aspirational, Brave, Compassionate

- A I am Aspirational - I seek opportunities and strive to develop my skills and knowledge.
- B I am Brave - I am willing to step out of my comfort zone and stand up for what is right at all times.
- C I am Compassionate - I treat everyone with respect and support others in need.



## THE ADVERT

### **Assistant Headteacher: Belonging (Pastoral)**

Salary: Leadership range 13-17 (FTE: £66,919 - £73,819 per annum)

Contract: Full-time, Permanent.

**Start Date: April 2025, or by negotiation**

Samuel Ward Academy is looking to appoint a highly motivated, optimistic and energetic Assistant Headteacher to join our friendly, high-performing senior leadership team. The area of responsibility is likely to be pastoral (behaviour, attendance, personal development), but we would be happy to discuss other responsibilities to secure an outstanding appointment. This is an excellent opportunity for an inspiring leader with a passion for ensuring that each student feels like they belong at SWA, attending regularly and with positive behaviour for learning.

We are a warm, welcoming school, at the heart of our community, committed to creating rich and fulfilling futures for each child. We ensure that our students aspire to be their very best, tackle challenges bravely and work together with compassion to build an inclusive community in which each individual can flourish. We are an Ofsted Good school with the ambition to be a great school. You will join a leadership team dedicated to promoting a positive culture of tolerance, respect and excellence. The successful candidate will be a teacher of the highest calibre who has the ability to motivate, challenge and inspire our students. You will be a highly skilled, innovative and enthusiastic practitioner with a determination to achieve the highest outcomes. Already an excellent teacher, you will be ambitious to become an excellent leader as well.

All staff at SWA benefit from close links with colleagues in the other secondary schools in the Unity Schools Partnership. You will join a highly visible and supportive SLT in a school with a sensible approach to workload and a calm, respectful working environment, alongside a professional and dedicated team of staff. Samuel Ward is a successful 11-18 co-educational academy. We are situated in pleasant surroundings on the western edge of Suffolk, within easy reach of Cambridge and Bury St Edmunds. We benefit from a modern building and excellent facilities.

Candidates are encouraged to visit our website to learn more about us and to see our Staff Well-being Charter. We encourage prospective applicants to come and visit us during the school day. Please contact Tom Johnston, Headteacher for more information, an informal conversation or to make a pre-application visit (email Kirsty Franks, Headteacher's PA on [Kfranks@samuelward.co.uk](mailto:Kfranks@samuelward.co.uk))

Closing date: 09:00am, 13th January 2025

Interviews: 16th-17th January 2025

**For the Job Description, Person Specification and to [apply online](#), please visit the Unity Schools Partnership Careers Site:**

<https://www.unitysp-careers.co.uk/job-search/>



## WHY TEACH IN HAVERHILL?

Haverhill is superbly located in the centre of the east of England. We are a short drive from Cambridge, Sudbury and Bury St. Edmunds and also Bishop's Stortford and Braintree. We are a short drive from the A11, which leads on to the M11 and some of our staff commute from north London.

Haverhill is a rural town community in West Suffolk surrounded by beautiful countryside and small villages. It is an historic market town, offering a busy town centre with a range of shops and facilities including the markets on Fridays and Saturdays in the High Street and Market Square.

An economic and industrial centre, Haverhill is home to a large number of manufacturing, scientific and international companies. There is also a Research Park, which includes The EpiCentre innovation and conference centre alongside the bypass.

Haverhill has two Non-League football clubs, Haverhill Rovers F.C. and Haverhill Borough F.C., who both play in the Eastern Counties Football League which share the New Croft ground which is directly next to Samuel Ward Academy. The town also has a tennis club, baseball club, cricket club, a rugby club, and an angling club. There is a leisure centre (with swimming pool, gym and a children's soft play area, Kid City, an 18-hole golf course, a dance school and a skate park.

Haverhill Arts Centre is housed within the grade II listed town hall and features a cinema as well as hosting live music, drama, dance and comedy. There is also a separate 5-screen multiplex cinema complex. Additionally, Haverhill is within striking distance of Cambridge with the excellent range of resources, and opportunities that are on offer there.

Due to its location and easy access for commuters to a range of destinations, Haverhill is becoming a very desirable destination for commuters. The demand for housing is on the increase and there is a range of developments offering good quality housing at process that look very favourable when compared to Cambridge or other towns in the region. There are good quality primary schools and childcare providers, most of which are part of Unity Schools Partnership.

