CAMP HILL PRIMARY

GROWING TOGETHER

# ASSISTANT HEADTEACHER RECRUITMENT PACK

Thank you for your interest in a career with The Futures Trust. We hope that this recruitment pack provides you with all the information you need to start your journey with us.

The Futures Trust is a growing Trust with four primary schools and six secondary schools located in Coventry, Warwickshire and Leicestershire. We have 9,000 pupils in our schools and over 1,300 colleagues work for the Trust supporting our school community.

The Trust is committed to building brighter futures for everyone. This commitment is underpinned by 3 clear values:

## 1. Learners first

Teachers and leaders totally focused upon the educational benefit of our pupils.

## 2. It's about learning

Pupils, teachers and leaders focused upon developing and improving their learning.

## 3. No barriers

No excuses, only support to ensure pupil, teachers and leaders maximise their achievement.

It is an exciting time to join the Trust. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn and grow.

If you join The Futures Trust team, you will be part of a professional learning community totally focussed upon learning and dedicated to ensuring learners achieve their potential and build their own bright future. We look forward to hearing from you.

# CAMP HILL SCHOOL

Camp Hill School is a thriving school that is committed to Building Brighter Futures for all of their students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

*Rachel Whittingham, Headteacher*

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| **JOB TITLE:** | ASSISTANT HEADTEACHER |
| **OPPORTUNITY:** | We are seeking to appoint an exceptional practitioner to support Camp Hill Primary School on the next phase of its improvement journey. You will support the Headteacher, Deputy Headteacher and governors in actively promoting our vision and ethos in every aspect of school life.<br><br>You will be passionate about teaching and learning and able to lead our school to further success. You will have significant experience across the primary age range including SEND.<br><br>The role offers an opportunity to work with dedicated colleagues, a supportive governing body and education and support professionals across The Futures Trust.<br><br>Please come and visit us and see our school. |
| **REPORTING TO:** | Headteacher, Deputy Headteacher & School Governing Body |
| **LOCATION:** | Based at Camp Hill Primary School with a requirement to travel to work to other schools within the Trust. |
| **SALARY:** | Leadership, L1 - L5 (Negotiable) |
| **BENEFITS:** | • Competitive rates of pay<br>• Extensive professional development opportunities across the Trust<br>• Career pathways across the Trust<br>• Teacher/Local Authority Pension Schemes<br>• Online retail discount<br>• Employee Assistance Programme<br>• Family Friendly policies to support family & carer commitments<br>• Flexible Working Arrangements<br><br>www.thefuturestrust.org.uk/why-work-for-the-futures-trust |

The Futures Trust is committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

# JOB DESCRIPTION

## Job Purpose

- To provide strong and motivational leadership as part of a team to ensure the best outcomes for KS2 pupils at Camp Hill Primary School.
- To support the Headteacher and Deputy Headteacher in actively promoting the Camp Hill vision and ethos in every aspect of school life.
- To work closely with the Headteacher and Deputy Headteacher to lead on operational day to day leadership and management of the school in addition to other specific senior leadership responsibilities, including the development of an inclusive, aspirational curriculum, teaching and learning and assessment within and across KS2.
- To work to a high standard in implementing school policies, priorities and expectations, so as to be an exemplary role model for the school community.
- To actively promote a culture of teamwork, in which the views of all members of the school community are valued and taken into account.

## Key responsibilities

- To work with the Headteacher and Deputy Headteacher to drive forward the improvement agenda, the ethos and vision for the school through the delivery of the school improvement plan.
- To ensure high expectations and a quality education for all children in all areas across KS2.
- To oversee, maintain and further develop a productive and nurturing learning environment with an emphasis on pupil engagement and enjoyment of school within KS2.
- To show initiative proactively seeking to further improve KS2.
- To work closely with staff to ensure best practice including coaching and/or mentoring.

## Leading, Learning and Teaching

- To strive for continuous improvement in the quality of teaching and learning and progress of students in KS2.
- To ensure the curriculum and teaching and learning meets the needs of all pupils, including the disadvantaged and those children with SEND in KS2.
- To monitor and evaluate the standards of teaching and learning within KS2 ensuring the highest standards of professional performance are maintained.
- To make a significant contribution to the monitoring in KS2 and school evaluation.
- To support strategies to promote high standards of behaviour.
- To be an excellent practitioner, modelling through your own teaching, having high expectations and challenge.
- To support teachers in developing their teaching skills.
- To support teachers in establishing creative. responsive and effective approaches to learning and Teaching.
- To support teachers in developing good assessment for learning skills, and to have confidence to plan next steps from the pupils' current levels of learning: support teachers in developing a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.

## Leading and Managing

- To be able to work independently and as part of a team.
- To manage key priorities and areas effectively.
- To follow the agreed, standardised line management agenda reporting back to SLT regularly.
- To enthuse, inspire and motivate staff to create a can-do culture which promotes our values and ensures high standards.
- To provide evidence of good management, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies.
- To lead on CPD/inset sessions based on the needs of the Key Stage.

## Securing Accountability

- To support the governing body in meeting its responsibility to account for the performance of the school within KS2.
- To contribute to the reporting of the performance of KS2 to parents, carers, governors and other key partners as necessary.
- To gain an understanding of the diversity of the school community and support all groups within the community.
- To input into the development of a curriculum which provides KS2 pupils with opportunities to enhance their learning.
- To guide teachers with a choice of appropriate teaching and learning strategies.
- To strive for continuous improvement in the Quality of Teaching and Learning and progress of children in KS2.

## Developing Self and Working with Others

- To actively promote and ensure the safety and welfare of pupils
- To contribute to the creation of a positive school ethos, in which every individual is known, valued, and treated with dignity and respect.
- To support the development of collaborative approaches to learning within KS2.
- To set high expectations for your own performance and that of others
- To engage in relevant professional development activity as necessary
- To provide support for colleagues both teaching and non-teaching in improving their classroom practice and their support for pupils.

## General

- To work in close collaboration with the Head and Deputy to improve school performance including against Ofsted criteria and address underperformance as quickly as possible.
- You will be required to fulfil any reasonable expectations for the Headteacher.
- The post will require you to work in partnership with SLT, Governors, The Trust and staff, to ensure continuous improvement in the school.

# PERSON SPECIFICATION

| Qualifications and experience | Desirable | Essential |
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| Must have QTS (Qualified Teacher Status). | | E |
| Substantial experience of working in primary schools. | | E |
| Extensive experience and impact across KS2, including recent teaching in Year 6. | | E |
| Strong understanding of Key Stage assessments including End of KS2 and the test development framework. | | E |
| Higher degree or Certificate of Education. | | E |
| Relevant recent professional development. | | E |
| Post graduate qualification (other than PGCE) at masters level or other evidence of sustained professional learning | D | |

| Leadership | | |
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| Experience of providing inspiration and strong leadership to teaching staff. | | E |
| Experience of leading a National Curriculum Subject with impact. | | E |
| Lead by example in promoting the school's vision and values to pupils, staff, Governors and parents of the school | | E |
| Ability to set and meet challenging targets for pupils and the school, and to enable others to do this | | E |

| Leading learning and teaching | | |
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| Excellent Teacher | | E |
| Ability to access, analyses and interpret information | | E |
| Able to develop strategies for performance improvement. | | E |

| Developing self and working with others | | |
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| Develops, empowers and supports individuals and teams. | | E |
| Collaborates with others within KS2 and beyond the school. | | E |
| Influences and motivates others to attain high goals. | | E |

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| Gives and receives effective feedback, and acts to improve personal performance | | E |
| Is committed to:<br>Effective Working Relationships;<br>Effective Team Working; and<br>Continuing Professional Development for all (including self). | | E |

| Strengthening community | | |
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| Evidence of good working relationships with Secondary Schools for KS3 transition. | | E |
| Recognises and takes account of the diversity of the school community. | | E |
| Builds and maintains effective relationships with parents, carers, partners, and the community that enhance pupil education. | | E |

| Personal attributes | | |
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| Excellent written and verbal communication skills. | | E |
| Adaptable to changing circumstances and new ideas. | | E |
| Approachable, reliable, has presence and enjoys being highly visible to children and parents. | | E |
| Self-motivated with good organisational skills and the ability to prioritise workload effectively | | E |
| Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement. | | E |
| Values diversity and the unique contribution that every individual makes to the learning community. | | E |
| Demonstrates professionalism, loyalty and integrity. | | E |

## HOW TO APPLY

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| CLOSING DATE: | Tuesday 6 May 2025 |
| INTERVIEWS: | Friday 16 May 2025 |

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team on tel: 02477 102134.

To apply for this post, please visit the Current Vacancies section on our recruitment portal via: www.thefuturestrust.org.uk/work-with-us/current-vacancies

On application please read the following policies via:
www.thefuturestrust.org.uk/work-with-us/recruitment-pack

- Camp Hill Primary School Child Protection & Safeguarding Policy
- The Futures Trust Safer Recruitment Policy
- The Futures Trust Suitability Policy
- GDPR Privacy Notice for Applicants

The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.
The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.