

VACANCY

Assistant Headteacher (Culture and Ethos)

Start date	September 2026 (subject to pre-start checks)
Contract term	Permanent
Working hours	Full-time
Pay scale	Twynham Learning Leadership Pay Scale - L15 to L19
Salary range (per annum)	£73,105 - £80,655
Location	Poole High School
Key Stages	Key Stage 3 Key Stage 4 Key Stage 5
Reports to	Deputy Headteacher
Suitable for Early Career Teachers (ECTs)?	No

About the Post

Following a recent promotion, we are excited to appoint an enthusiastic and driven **Assistant Headteacher** to join our high-performing and forward-thinking leadership team, leading on Culture and Ethos.

The Assistant Headteacher (Culture and Ethos) will provide strategic oversight of developing a world-class education through the delivery of an exceptional pastoral system.

We teach a rigorous academic curriculum with a clear focus on supporting all students to achieve positive outcomes. You will lead and inspire excellence throughout the school.

We are looking for an outstanding individual who will relish the opportunity:

- To take strategic responsibility for the efficiency and effectiveness of the pastoral systems and structures to ensure excellent attendance, behaviour and punctuality.
- To provide strategic oversight of the development of a world-class education through the delivery of an exceptional pastoral system.
- To be responsible for ensuring that students behave with consistently high levels of respect for others, demonstrating high levels of self-control and consistent positive attitudes to their education.
- To be ultimately responsible for the implementation of an expertly designed 'personal development curriculum' and assembly programme that fosters a sense of belonging to the school community and which supports the visions, values and ethos of the school.
- To lead and inspire excellence throughout the school.

What we can offer you

- Disruption-free learning and a 'warm-strict' behaviour system
- Collaborative planning with centralised, shared units of work and resources
- The opportunity to teach up to A Level
- A feedback policy focused on whole class feedback – no onerous marking policies
- Centralised detentions, including homework detentions (you do not need to organise/chase at all)
- No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop
- Professional development that is continuous and based upon national research schools
- A culture of engaged learners – leaving you free to teach high-quality lessons
- Comprehensive induction process with ongoing support from a dedicated induction co-ordinator
- An exceptional CPD offer from ECT through to preparation for senior and system leadership
- A school and trust with the scale and structure to maximise opportunities and career progression
- Automatic membership of the Teachers Pension Scheme
- Free, confidential access to our Employee Assistance Programme, which offers a range of counselling services plus financial, legal and practical support from qualified professionals on a range of personal issues and access to online health and wellbeing resources
- A trust-wide intranet, where we share our news, information and resources
- Local discounts negotiated on behalf of our staff, e.g. gym memberships, hair and beauty salons, chiropractic care, cycle shops, restaurants, motoring services, and retail/DIY stores
- The opportunity to work within Twynham Learning, a progressive multi-academy trust
- The opportunity to work in one of the most beautiful areas of the South Coast
- Free and easy on-site parking

Who we are looking for

We would love to hear from you if you:

- Are a high-energy and passionate individual with a clear moral purpose, driven by a desire to improve the life chances of young people
- Are a reflective practitioner with a history of expertise in classroom pedagogy and the ability to improve outcomes for students
- Have an ability to inspire and relate well to the whole community
- Are an outstanding classroom practitioner across all secondary key stages
- Are able to evidence outstanding teaching and learning in the current role and GCSE results which reflect this through both attainment and progress against national expectations
- Are committed to improving your pedagogical practices
- Are aspirational for career development and eager to seize additional career progression opportunities

You will also be keen to live our Twynham Learning employee values, which are:

- Aim high
- Keep improving
- Don't leave anyone behind
- See the bigger picture

Any questions?

To discuss the post or your application, please contact Nikki Steele, HR Officer, on 01202 662015 or email us at recruitment@twynhamlearning.com

How to apply

To apply for this vacancy, please submit a **Job Application Form and Diversity Questionnaire** by email to: recruitment@twynhamlearning.com

Only applications made using our own official application form will be accepted. You can download the form and questionnaire here: www.twynhamlearning.com/187/staff-vacancies

The closing date for applications is **Monday 13 April 2026 at 9am**. **We reserve the right to interview exceptional applications prior to the closing date, and therefore, interested colleagues are encouraged to apply as soon as possible.** Interview date to be confirmed.

Twynham Learning values diversity and inclusiveness. We aim to eliminate unlawful discrimination and promote diversity throughout our whole workforce. We want our workforce to be representative of all sections of our community, so we give equal opportunities to all job applicants. We do not discriminate on the basis of age, disability status, gender reassignment, marital/partnership status, pregnancy/maternity, race/colour/national origin, religion/belief, sex or sexual orientation. Only people who can evidence their right to work in the UK will be considered for this vacancy. We are committed to robust Safer Recruitment processes as part of our strong commitment to safeguarding children and young people. An enhanced criminal records check will be undertaken on the successful candidate. Candidates must disclose all unspent and unspent cautions and convictions. It is an offence to apply for this post if you are barred from engaging in regulated activity with children.