



ENABLE TRUST CANDIDATE PACK



ASSISTANT HEADTEACHER





Welcome

Andrew Buckton

Chief Executive Officer (CEO)

Thank you for your interest in this role and a very warm welcome to Enable Trust.

We are all committed to our vision of “**Achieving More Together.**”

Enable Trust has grown from its founding schools in 2018 into a strong, collaborative partnership, with a shared commitment to delivering the very best outcomes for children and young people. This is an exciting time to join the Trust as we continue to grow, building on our strong foundations and developing how we work together to support our schools and communities.

Our central team plays an important role in supporting our schools, working alongside colleagues across the Trust to provide guidance, consistency and a strong sense of connection. It is a team built on collaboration, professionalism and a shared commitment to making a positive difference.

I feel privileged to have served as CEO since the Trust's inception, and I remain deeply committed to the vision, mission and values that shape our work. We are proud to be a relationship-driven organisation, where inclusion and diversity are not just principles but are lived through our everyday interactions with pupils, staff, families and partners.

We are committed to continually improving what we do, challenging ourselves where needed, supporting others through advocacy, and always acting in the best interests of the communities we serve.

Learning sits at the heart of our Trust, for our pupils and for our staff. We believe in creating an environment where people can grow, develop and contribute meaningfully, and where everyone feels valued and supported.

If our vision and values resonate with you, we would be delighted to hear from you.

I hope to meet you soon.

Best wishes,
Andrew Buckton
CEO

Assistant Headteacher

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About Enable Trust

Our mission is “*working together passionately to achieve the best outcomes for our specialised SEND and Alternative Provision settings*”.

Enable Trust is a specialist school and Alternative Provision (AP) Multi Academy Trust based in South Gloucestershire. We established in 2018, when our founding schools, Culverhill and New Siblands came together with a shared mission. Since then we’ve opened up Two Bridges Academy, and welcomed Pathways Learning Centre into the Trust, and we’re excited to be on track to be on a growth trajectory.

Our children and young people are at the heart of everything we do.

School	Location	Designation	Pupils
Culverhill (since inception)	Yate	Complex Learning Difficulties	163
New Siblands (since inception)	Thornbury	Profound & Multiple Learning Difficulties Severe Learning Difficulties	124
Two Bridges Academy (opened 2024)	Alveston	Profound & Multiple Learning Difficulties Severe Learning Difficulties	112
Pathways Learning Centre (joined 2025)	Downend	Alternative Provision	170
Trym Valley (opening 2029)	Southmead	Complex Learning Difficulties	164
Sandfield Academy (opening 2028)	Cheltenham	Complex Learning Difficulties	200

We are passionate about advocating for improvement within the education, healthcare and social services systems, and we work with strategic partners at national, regional and local levels to provide a strong voice for positive change.

We also offer a range of specialist outreach services which support our mainstream partners to achieve the best outcomes for their pupils.

Assistant Headteacher

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About Culverhill

At Culverhill School, we believe every child deserves the opportunity to flourish, achieve and lead a fulfilling life. As a special school for pupils aged 7 to 16 with complex learning difficulties, we are committed to providing a high-quality, holistic education that nurtures each child's unique strengths and supports them to overcome barriers to learning. Our vision, Inspire. Nurture. Thrive., is at the heart of everything we do and guides every decision we make.

Our pupils arrive with a wide range of learning needs and abilities, and all have an Education, Health and Care Plan. We recognise that every learner's journey is different, which is why we provide personalised and engaging learning experiences that combine academic learning with communication, independence, life skills, personal development and emotional wellbeing. We are ambitious for every pupil and work tirelessly to help them develop the confidence, resilience and skills they need for the future.

Relationships are central to our success. We strive to create a safe, supportive and inclusive environment where pupils feel valued, respected and able to thrive. Through small class sizes, highly personalised support and strong partnerships with families and professionals, we help every young person make meaningful progress and celebrate their achievements.

Our staff team is dedicated, passionate and deeply committed to achieving the very best outcomes for pupils. We work collaboratively, supporting and learning from one another while maintaining high expectations for what our young people can achieve. As part of Enable Trust, colleagues benefit from professional development opportunities, collaboration across schools and a culture that values innovation, reflection and continuous improvement.

Joining Culverhill School means becoming part of a community built on trust, compassion, integrity and a shared commitment to helping children and young people thrive. Whether you are working directly with pupils or supporting the school behind the scenes, your contribution will make a genuine difference to the lives of our learners and their families.



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Assistant Headteacher

Job Profile

Job Title:	Assistant Headteacher (Fixed Term Contract)
Salary/Range:	L8 - L12
Hours:	Full Time, 32.5 hours per week
Base:	Culverhill School in Yate
Responsible to:	Headteacher
Direct Supervisory Responsibility for:	Teachers, as directed by the Headteacher
Important Functional Relationships: Internal/External	Head teachers, Staff, Trust colleagues, Governors/Trustees, parents/carers, external professionals

At Enable Trust, we believe every child and young person deserves the opportunity to thrive, achieve and be prepared for adulthood. As Assistant Headteacher, you'll play a key role in helping to realise this vision, working alongside the Headteacher and wider leadership team to create an ambitious, inclusive and high-performing school community.

This fixed-term role offers a fantastic opportunity for an ambitious leader looking to develop their senior leadership experience in a supportive and values-driven school. You'll have the opportunity to influence school improvement, develop staff, shape practice and contribute to strategic decision-making, while working alongside an experienced leadership team committed to continuous improvement and excellent outcomes for pupils. As a member of the Senior Leadership Team, you'll contribute to both the strategic leadership and day-to-day operation of the school, working collaboratively with colleagues, families, governors and external partners.

Whether you are looking to broaden your leadership experience or further develop your strategic influence, this role offers the opportunity to make a meaningful difference within a supportive and values-driven school community



Job Description

How you'll make an impact

Leading excellence in teaching, learning and outcomes

- Lead and champion high-quality teaching, learning and assessment across the school
- Drive improvement priorities that raise achievement, engagement and outcomes for all pupils
- Support colleagues to develop their practice through coaching, mentoring and professional development
- Use data and evidence effectively to evaluate impact and secure continuous improvement
- Promote high expectations, inclusion and ambition for every pupil

Shaping the future of the school

- Work with the Headteacher and Senior Leadership Team to deliver the school's vision and strategic priorities
- Lead agreed areas of school improvement, ensuring plans are implemented effectively and deliver measurable impact
- Contribute to self-evaluation, policy development and organisational improvement
- Support the effective management of resources, systems and processes across the school
- Deputise for senior leaders as required and contribute to the smooth day-to-day running of the school

Developing people, partnerships and culture

- Inspire and motivate staff through visible, collaborative and values-led leadership
- Support the recruitment, development and performance management of colleagues
- Build strong relationships with pupils, families, governors and external agencies
- Promote a culture of safeguarding, wellbeing, equality and inclusion
- Help create a positive school community where staff and pupils feel supported to succeed

Person Specification

Criteria	Essential	Desirable
Experience	• Successful teaching experience with evidence of positive pupil outcomes • Experience of leading improvement initiatives or whole-school priorities • Experience of supporting, coaching or developing colleagues • Experience of using pupil progress and performance data to drive improvement	• Experience as a middle or senior leader • Experience of leading staff performance management • Experience of working with external agencies and stakeholders • Experience within a specialist, SEND or inclusive education setting
Knowledge and Skills	• Strong understanding of effective teaching, learning and curriculum development • Knowledge of school improvement processes and quality assurance • Strong leadership, communication and interpersonal skills • Ability to analyse data and use evidence to inform decision-making • Ability to motivate, influence and inspire others • Secure understanding of safeguarding responsibilities and statutory requirements	• Knowledge of SEND, inclusion and alternative approaches to learning • Knowledge of change management and organisational development

Assistant Headteacher



Person Specification

Criteria	Essential	Desirable
Personal Attributes	• Passionate about improving outcomes for children and young people • Values-driven and committed to inclusion • Resilient, adaptable and solution-focused • Collaborative and able to build strong relationships • High levels of integrity, professionalism and accountability • Committed to personal and professional development	
Qualifications	• Qualified Teacher Status (QTS) • Degree or equivalent qualification	• National Professional Qualification (NPQ) or leadership qualification • Relevant postgraduate qualification

As a growing Trust, our roles naturally evolve over time. We're looking for someone who is flexible, open to change, and keen to grow with us, making the most of professional development opportunities along the way.

This job description gives an overview of the role as we see it today, but it isn't set in stone. We'll keep it under regular review and may make changes over time, always through open conversation with the post holder. From time to time, you may also be asked to take on other reasonable duties that support the wider work of the Trust.



Recruitment Process

What you can expect from us

Inclusivity: We warmly welcome applications from under-represented groups, including those relating to ethnicity, gender, age, disability, sexual orientation or religion.

Clear information: This pack includes a Job Profile and Person Specification, including safeguarding responsibilities, so you know what to expect.

A straightforward process: Applications are completed online via Eteach, we aim to keep things simple and transparent with a single stage interview process designed to help you share your experience, skills and potential.

Open communication: We'd love you to feel informed and comfortable throughout. If you're considering applying, our Headteacher would be very happy to have an informal chat about the role and answer any questions.

Respect and fairness: We're committed to treating every candidate with honesty, professionalism and care.

Constructive feedback: We aim to provide timely, helpful feedback wherever possible.

Reassurance: We take your privacy seriously, full details can be found in our Privacy Notices on the Trust website.

How to apply

The closing date for applications is 5th October 2026 at 09:00, with interviews planned for 12th October 2026.

Applications should be made online via Eteach and completed in full, clearly demonstrating how you meet the skills and experience outlined in the Person Specification.

You can find out more about the Trust at www.enabletrust.org.uk

If you'd value an informal conversation about the role with our Headteacher at Culverhill, please contact: Chris.Walker@culverhillschool.org.uk

We look forward to hearing from you.

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Keeping Children Safe

Enable Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Suitability to work with children and young people will form part of the selection process. Keeping children safe

You will be asked to account for any gaps or discrepancies in your employment history. Short-listed applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children and young people. We will carry out online searches on all short-listed applicants, in accordance with Keeping Children Safe in Education, Part 3, Safer Recruitment.

Where given permission to do so, references will be requested for short listed candidates prior to interview. Referees will be asked about their relationship to you, your current post and salary, your performance history and conduct, any disciplinary action involving the safety and welfare of children, details of any substantiated allegations or concerns relating to the safety and welfare of children, and whether they have any concerns about your suitability to work with children.

Candidates attending an interview should expect the interview panel to explore issues relating to safeguarding, and at least one member of the panel will be trained in Safer Recruitment.

All successful applicants will be required to undergo security and vetting checks appropriate to the post, including checks with past employers and an enhanced DBS check. Applicants must be aware that it is an offence to apply for a role if barred from engaging in regulated activity relevant to children and young people