



GROWING TOGETHER

Assistant Headteacher Early Years & KS1

Recruitment Pack





BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff



Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Rachel Whittingham

Head Teacher



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

We look forward to hearing from you.



Job Details

JOB TITLE	ASSISTANT HEADTEACHER – EARLY YEARS & KS1
OPPORTUNITY	<p>We are seeking to appoint an exceptional practitioner to support Camp Hill Primary School on the next phase of its improvement journey.</p> <p>You will provide strong and motivational leadership as part of a team to ensure the best outcomes for Early Years and KS1 pupils at Camp Hill Primary School. You will support the Headteacher, Deputy Headteacher and governors in actively promoting our vision and ethos in every aspect of school life.</p> <p>The role offers an opportunity to work with dedicated colleagues, a supportive governing body and education and support professionals across The Futures Trust.</p>
REPORTING TO	Headteacher, Deputy Headteacher & School Governing Body
LOCATION	Based at Camp Hill Primary School with a requirement to travel to work at or for schools in the Trust.
SALARY	Leadership, L1 - L5 (Negotiable)
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> - Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements <p>www.thefuturestrust.org.uk/why-work-for-the-futures-trust</p>



Job Description

Job Purpose

- To provide strong and motivational leadership as part of a team to ensure the best outcomes for Early Years and KS1 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 Early Years and KS1.
- 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 EY and KS1.
- To oversee, maintain and further develop a productive and nurturing learning environment with an emphasis on pupil engagement and readiness for learning.
- To show initiative proactively seeking to further improve the quality of provision and outcomes across EY and KS1.
- To work closely with staff to ensure best practice including coaching and/or mentoring.
- To lead effective transition practice across EY and KS1.
- To lead the development of the expansion of EY places in line with government policy.

Leading, Learning and Teaching

- To strive for continuous improvement in the quality of teaching and learning and progress of students in EY and KS1.
- To ensure the curriculum and teaching and learning meets the needs of all pupils, including the disadvantaged and those children within EY and KS1, ensuring close partnership working with the SENDCo and multi-agency partners.
- To monitor and evaluate the standards of teaching and learning within EY and KS1 ensuring the highest standards of professional performance are maintained.



- To make a significant contribution to the monitoring in EY and KS1 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, within the context of positive change management.
- 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.
- To ensure compliance and implementation of the EYFS statutory framework from Birth to 5 and wider Early Years programmes and initiatives, for example Oral Health.

Securing Accountability

- To support the governing body in meeting its responsibility to account for the performance of the school within EY and KS1.
- To contribute to the reporting of the performance of EY and KS1 outcomes 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 EY and KS1 pupils with opportunities to enhance their learning and achieve their full potential.
- To guide teachers with a choice of appropriate teaching and learning strategies, and model these.
- To strive for continuous improvement in the Quality of Teaching and Learning and progress of children in EY and KS1 and be able to evidence and articulate this.

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 across the school.
- 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

AREAS		ESSENTIAL CRITERIA	DESIRABLE CRITERIA
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> • Must have QTS (Qualified Teacher Status). • Substantial experience of working in primary schools. • Extensive experience across Early Years and KS1 with demonstrable impact. • Strong understanding of assessment practice across the EYFS and KS1. • Recent experience leading practice in Reception, including the delivery of Reception Baseline and EYFSP and transition to KS1. • Higher degree or Certificate of Education. • Relevant recent professional development. • Post graduate qualification (other than PGCE) at masters level or other evidence of sustained professional learning 	X X X X X X	X
LEADERSHIP	<ul style="list-style-type: none"> • Experience of providing inspiration and strong leadership to teaching staff. • Experience of leading a National Curriculum Subject with impact. • Lead by example in promoting the school's vision and values to pupils, staff, Governors and parents of the school • Ability to set and meet challenging targets for pupils and the school, and to enable others to do this 	X X X X	

AREAS		ESSENTIAL CRITERIA	DESIRABLE CRITERIA
LEADING LEARNING & TEACHING	<ul style="list-style-type: none"> • Excellent Teacher • Ability to access, analyse and interpret information • Able to develop strategies for performance improvement. 	X X X	
DEVELOPING SELF WORTH & WORKING WITH OTHERS	<ul style="list-style-type: none"> • Develops, empowers and supports individuals and teams. • Collaborates with others within EY/KS1 and beyond the school. • Influences and motivates others to attain high goals with experience of leading change successfully. • Gives and receives effective feedback, and acts to improve personal performance Is committed to: <ul style="list-style-type: none"> • Effective Working Relationships; • Effective Team Working; and • Continuing Professional Development for all (including self). 	X X X X X	
STRENGTHENING COMMUNITY	<ul style="list-style-type: none"> • Evidence of good working relationships with wider school and external partners. • Recognises and takes account of the diversity of the school community. • Builds and maintains effective relationships with parents, carers, partners, and the community that enhance pupil education and secures effective transition practice. 	X X X	
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. • Adaptable to changing circumstances and new ideas. • Approachable, reliable, has presence and enjoys being highly visible to children and parents. • Self-motivated with good organisational skills and the ability to prioritise workload effectively • Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement. • Values diversity and the unique contribution that every individual makes to the learning community. • Demonstrates professionalism, loyalty and integrity. • Able to manage change effectively and respond appropriately to difficult challenge and conflict to secure a positive outcome. 	X X X X X X X X	



How to apply

Closing date:

Monday 19 May 2025

Interviews:

tbc

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

tel: 02477 102134

To apply for this post, please complete the online application form found at:

www.thefuturetrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:

www.thefuturetrust.org.uk/work-with-us/recruitment-pack

- Camp Hill Primary Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- 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.