



## **Assistant Headteacher – Pastoral KS3 & KS4**

**The BTC Trust is a charitable schools trust that exists with a single legal and moral purpose – to advance education for public benefit.**

As such, we are a group of likeminded schools, working in collaboration as one entity, to improve and maintain high standards of education within and beyond our own schools. Our core purpose and overarching mission is to ensure that **Every Child Achieves**.

The work of the Trust is underpinned by our three core values. We are **Ambitious**, **Collaborative** and **Inclusive**.

### **AMBITIOUS:**

- We are hugely ambitious for children to be successful.
- We have high expectations for children.
- We strive for great physical and mental health.
- We aim for all children to go on to lead lives with purpose and meaning.
- We are optimistic about the future, lead innovation and embrace change.

### **COLLABORATIVE:**

- We work together as one team to achieve our shared goals.
- We share openly and willingly our work, thinking and knowledge.
- We work with high trust and integrity.
- We seek and appreciate honest feedback about how we can improve.
- We cause no harm in the system, we make good decisions and lead with kindness first.
- We work as systems leaders and anchor organisations in our communities.
- We recognise the value of our partners in the sector and beyond.

### **INCLUSIVE:**

- We believe in equality of opportunity and a universal entitlement to a great education.
- We have an unconditional positive regard for children at all times.
- We strive to understand children as individuals and their specific needs.
- We work proactively to break down barriers to success.
- We celebrate our differences and embrace our diversity.

The success of the BTC Trust and Brymore Academy is underpinned by a fundamental tenet:

**Students come first:** First and foremost, the role of the Trust and our schools is to enable students to achieve their potential. It is this assumption that drives the culture and activity of the Trust and our teams. It also drives the Trust's recruitment and personnel strategies. It is assumed that anyone who joins or forms part of the Trust shares this philosophy of placing students at the forefront of our thinking and decision making.

All colleagues are expected to work within our Leadership Qualities Framework demonstrating at all times our agreed behaviours, traits and professional expectations.

The work of the BTC Trust rests on a very strongly felt and shared set of values. It is crucial that the post holder shares our values.

### **Purpose of the Role:**

Please note our aim is to appoint the best possible person to join the senior leadership team at Brymore. Where possible we aim to play to people's strengths and the current team is well established and experienced. Therefore, the successful candidate will be expected to oversee some, but not all, of the areas below depending on their strengths and those within the existing team.

- To always champion the child and their welfare.
- To work with the SAHT to lead the school's behaviour and attendance strategies including support for the boys and overseeing interventions as required.
- To act as a senior point of contact in the first instance for parents of boys in KS3 or KS4
- To work in very close conjunction with Boarding colleagues at all times supporting the wellbeing and development of the boys.
- To work alongside safeguarding colleagues under the direction of the DSL.
- To liaise and work with external agencies as required.
- To work with the SENDCo as required.
- To be instrumental in sustaining the rich culture of Brymore academy by contributing significantly to the wider life of the school.
- To support the school's behaviour strategy, including the close monitoring and tracking of all behaviour incidents, suspensions, and exclusions.
- To work closely with parents and carers.
- To lead on the personal development strand of the strategic plan for KS3 or 4
- To work with the SAHT to oversee the school's extra-curricular provision.
- To be responsible for the health, safety and welfare of themselves and other
- To be a team player, and contribute towards the Academy vision, within own capabilities.
- The post-holder may, from time to time, be required to carry out other duties commensurate with the role.
- The duties of this post could vary from time to time as a result of new legislation, changes in technology or policy changes. This job description is not a definitive list of tasks of the role.

## Person Specification

	Essential	Desirable
<b>Qualification and Development:</b>	<ul style="list-style-type: none"> <li>PGCE (or equivalent teaching qualification).</li> <li>Evidence of recent and relevant continuing professional development.</li> </ul>	<ul style="list-style-type: none"> <li>A degree in a relevant subject.</li> <li>Further completed professional study.</li> </ul>
<b>Leadership:</b>	<ul style="list-style-type: none"> <li>Be fully committed to the vision of the Trust and promote its aims positively.</li> <li>To be fully committed to achieving the highest of standards and best practice across all aspects of the Trust.</li> <li>To be fully committed to change and able to adopt and promote a forward thinking and innovative approach to development.</li> <li>Evidence of leading on initiatives which have led to raising standards.</li> <li>Evidence of successful experience at middle leadership level.</li> </ul>	
<b>Experience:</b>	<p>Recent experience of:</p> <ul style="list-style-type: none"> <li>Evidence of implementing and managing change.</li> <li>Evidence of significantly improving results.</li> <li>Experience of leading on pastoral development.</li> <li>Experience of undertaking school self-evaluation processes.</li> <li>Evidence of identifying priorities and constructing an improvement plan.</li> <li>Experience of managing a school budget or cost centre.</li> <li>Successfully leading and managing a team</li> <li>Experience of a successful OFSTED inspection.</li> <li>Experience of data management to demonstrate progress.</li> <li>Experience of delivering training and development programs to staff.</li> <li>Evidence of highly successful experience teaching across the ability ranges</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a Multi-Academy Trust and working beyond one school</li> <li>Evidence of leading significant aspects of whole school development and securing improvement.</li> </ul>

# BRIDGWATER AND TAUNTON TRUST

## JOB DESCRIPTION

<b>Knowledge:</b>	<ul style="list-style-type: none"><li>• An excellent knowledge of current classroom pedagogy.</li><li>• An understanding of the collection and interpretation of data to inform targets and priorities, leading to improved outcomes.</li><li>• Committed to the safeguarding, safety and welfare of children and young people.</li></ul>	
<b>Personal Qualities and Skills:</b>	<ul style="list-style-type: none"><li>• Excellent self-awareness and emotional intelligence</li><li>• High level of communication and interpersonal skills.</li><li>• Evidence of high level teaching skills.</li><li>• Be a good role model to staff: Flexible, enthusiastic, reliable and committed.</li><li>• Able to prioritise and manage own time effectively.</li><li>• Ability to execute sound professional decision making</li><li>• Adopts a collegiate and collaborative approach to leadership.</li><li>• A personal commitment to on-going professional development.</li><li>• Takes accountability for delivering</li></ul>	