



**TAME RIVER
EDUCATIONAL
TRUST**

Assistant Headteacher, Teaching and Learning – Hyde High School

Candidate Information Pack

**Great schools in which to learn, teach and belong.
Welcome to Tame River Educational Trust**



Dear Candidate

Thank you for your interest in the post of Assistant Headteacher, Teaching and Learning with Tame River Educational Trust.

Tame River Educational Trust was established in 2022, with Tameside and Clarendon Sixth Form College as our sponsor. We grew from our desire to make a significant difference to the school days and life-chances of all our young people, including and especially young people who have fewer socio-economic or prior educational advantages.

Our mission is to establish great schools in which to learn, teach and belong. Schools which promote learning, develop character, value diversity and build cultural capital. By the age of 16 we aim for every student to progress to suitably challenging post-16 studies and apprenticeships.

Each of our schools is committed to academic rigour, a spirit of enquiry, talent and character development and providing our students with a significant educational dividend.

The Trust is currently comprised of two academies: Droylsden Academy and Hyde High School and an Associate School: Mossley Hollins High School.

As a Trust we do so much more, and we are growing! We are an ambitious Trust in which to study and work. All our members of staff, both teaching and support staff, are dedicated, committed professionals.

We recognise that our staff are our greatest asset and our Talent and HR strategy places people at the heart of our work.

If, after reading everything about us, this sounds like a Trust you would like to work for, we would very much welcome an application from you.

Phil Wilson
Chief Executive Officer



An Introduction to our Trust Schools



Droylsden Academy

Headteacher

Mr E Mayell

Droylsden Academy is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The Academy is currently rated 'Good' by Ofsted and serves over 900 students. The school is heavily over-subscribed and has an impressive modern building. Our staff are driven by the belief that every child should go to a great school and we believe that every child can become a great learner through politeness, hard work and honesty.

We believe that success should be measured by both academic progress and by one's contribution to our community and wider society.

Mossley Hollins High School

Headteacher

Mrs A Din

Mossley Hollins High School is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The school is currently rated 'Good' by Ofsted and serves over 900 students. The school is heavily over-subscribed and has an impressive modern building. We are a happy, academically ambitious and inclusive school and we are passionate about learning. At the heart of everything we do are our deeply held values of manners, hard work and honesty.

We believe that success should be measured both by academic progress and achievement, and also by one's personal and social development and one's contribution to our community and to society.

Hyde High School

Headteacher

Ms G Arnold

Hyde High School is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The school serves over 1200 students, is heavily over-subscribed and has an impressive modern building. We provide an engaging and inspiring educational experience that instils in our students a lifelong love of learning and respect for themselves, our community and our environment. A place where warmth, high expectations and strong values are prevalent in everything we do. A learning environment where every student can thrive and belong. Our work is under-pinned by a clear set of values **Ready, Respectful and Safe.**

We are rooted in our community, and we celebrate the diversity and uniqueness of everyone. We know that a successful school depends on a strong partnership between school and home and this shared approach is key to the individual success and happiness of every student.





Application Procedure

For a confidential discussion on current vacancies please contact r.fawcett@hydehighschool.uk

To apply for the role please complete the application form – available to download from our website and return it to r.fawcett@hydehighschool.uk

In compliance with Safer Recruitment Guidelines, CVs will not be accepted.

Advertised: 31.03.2025 Closing date for Applications: 22.04.2025 at noon.

Interview Date: Will be held as soon as possible after the closing date, following shortlisting.

Shortlisted candidates will be contacted with details of the interview process. If you have not heard from us within 5 days of the closing date, please assume your application has been unsuccessful, on this occasion.

Safer Recruitment

The Tame River Educational Trust is an equal opportunities employer and welcomes applications from all sectors of the community. We are committed to protecting our students and staff and therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure, with Children's Barred List Check.

Equal Opportunities

The Tame River Educational Trust believes that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in our schools have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation, religion or belief.

Tame River Educational Trust and all its schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Job description	
<p>The Tame River Educational Trust and its schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</p>	
Job Title:	Assistant Headteacher, Teaching and Learning
Reporting to:	Headteacher
Hours & Salary	This is a full-time role, the salary range for this role is: £65,286 - £72,162 (points L12 – L16 on the Leadership pay range)
Role Overview	<p>The post-holder's primary purposes must be to:</p> <ol style="list-style-type: none"> 1. Be an active member of the senior leadership team (SLT). 2. Establish and maintain a culture that secures excellence, equity and high expectations of all pupils and staff. 3. Lead Curriculum Leaders (including Curriculum Leader meetings). 4. Lead Curriculum Intent, Implementation and Impact. 5. Lead the Teacher Gold Standard. 6. Take responsibility for talent development, coaching and improvement. 7. Lead quality control response - share beacon practice and improve teaching that is not effective. 8. Lead Supporting Improvement Plans (SIPs). 9. Lead assessment and feedback. 10. Lead staff induction. 12. Lead quality of environment and displays. 13. Lead Highly Effective Teacher Programme for Hyde High School. 14. Lead ITT/ECF programmes. 15. Strategic Lead the Hyde High School Way – protocols and routine. 16. Lead Key AIP priorities linked to training, curriculum and implementation. 17. Take responsibility for quality of schemes of work. 18. Lead the Most Able and Excel. <p>This job description is written at a specific time and is subject to change as the demands of the Trust and school and the role develops. The role requires flexibility and adaptability, and all employees need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.</p>
Child Protection and Safeguarding:	<p>The successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with Child Protection and Safeguarding Policies, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.</p>



Main duties and responsibilities:

As Assistant Headteacher, Teaching and Learning, you are expected to:

Shaping the Future

1. Be an active and committed member of the Senior Leadership Team (SLT).

Leading Learning, Teaching and Culture

1. SLT lead for allocated curriculum areas.
2. Teaching load 12-15 lessons (reviewed annually depending on need).
3. Lead Curriculum Leaders (including Curriculum Leader Meetings).
4. Lead Curriculum Intent, Implementation and impact.
5. Lead the Teacher Gold Standard.
6. Lead Homework, QA of homework and homework timetabling.
7. Take responsibility for talent development, coaching and improvement.
8. Lead quality control response - share beacon practice and improve teaching that is not effective.
9. Lead Supporting Improvement Plans (SIPs).
10. Lead marking and feedback.
11. Lead staff induction.
12. Take responsibility for the quality of schemes of work.
13. In conjunction with Trust TCI leads, lead Highly Effective Teacher Programme for Hyde High School
14. Lead ITT/ECF programmes.
15. Strategic Lead the Hyde High School Way - protocols and routines.
16. Lead key AIP priorities linked to curriculum and implementation.
17. Establish and maintain a culture that secures excellence, equity and high expectations of all pupils and staff.

Developing Self and Working with Others

1. Work to the Headteacher.
2. Lead, develop and hold to account relevant Middle Leaders.
3. Hold staff to account on their effective use of non-negotiable protocols, including The Hyde High School Way and Behaviour Policy.

Managing the Organisation

1. Develop staff to ensure an exceptionally strong culture of learning, politeness, hard work and honesty.
2. Make tangible contributions to the development of strong culture, climate and behaviour across school.
3. Make tangible contributions to the development of high impact teaching and learning across school.
4. Support the Headteacher and SLT in the day-to-day management of the school.
5. As a senior leader, undertake morning, lunchtime and after-school duty as directed.

Securing Accountability

1. To the Headteacher.
2. To the Deputy Headteachers.
3. To parents and students.



	<p>4. Contribute to school self-evaluation (SEF) and School Improvement Planning (AIP).</p> <p>5. Be accountable for student and teacher performance in the areas that you lead.</p> <p>Strengthening the Community</p> <p>1. By developing your leadership skills and competency and gaining knowledge and understanding of our young people and families.</p> <p>2. Modelling the school's core values in all that you do.</p> <p>3. Support/lead school events and celebrations as required.</p> <p>As a member of staff, you are expected:</p> <p>1. To safeguard all students, promoting their safety, health, and welfare in accordance with school policy, both on the school premises and on school activities elsewhere</p> <p>2. To follow and uphold all school policies and be an excellent ambassador for the Trust and Hyde High School.</p> <p>3. To have a responsible and diplomatic approach to matters of a confidential nature</p> <p>4. To ensure awareness of what is happening in and around the school; checking and responding, where necessary, to school emails regularly and at least once every school day</p> <p>5. To develop yourself through engaging with CPD, including ICT training, in order to maximise effective use of all school systems</p> <p>6. To undertake any other duties that might be reasonably requested, by the Headteacher. Any request will correspond with the general character of the post and are commensurate with the level of responsibility.</p>
<p>Health and Safety:</p>	<p>The post holder must, at all times, work within the requirement of the Health and Safety at Work Act 1974, current Health and Safety legislation and the School's and LEA's policies and procedures. The postholder is responsible for their own Health and Safety, as well as that of their colleagues.</p> <p>All Trust schools are non-smoking sites.</p>
<p>General:</p>	<p>This job description may be reviewed at the end of each academic year or earlier if necessary. In addition, it may be amended at any time in consultation with the post holder. The post holder will be expected to participate in the Academy's appraisal programme and to participate in appropriate staff training and development activities.</p>



Person Specification			
	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none"> ● A good honours degree in a relevant subject ● PGCE (Secondary) in a relevant subject, or equivalent ● QTS Status ● Recent and relevant professional development including leadership training. 		<ul style="list-style-type: none"> ● Production of the applicant's original certificates
Experience	<ul style="list-style-type: none"> ● Successful leadership within secondary school settings resulting in significant improvements ● A record of implementing change programmes to raise standards in teaching and learning, quality of provision and improve outcomes for students ● Recruiting, retaining and developing a skilled and effective team and motivating the team to achieve its full potential ● A demonstrable track record of strategic and innovative thinking and translating this into effective outcomes for students and staff ● Experience of creating and sustaining positive relationships with a wide range of internal and external stakeholders ● Experience of effective financial and resource management. 		<ul style="list-style-type: none"> ● Contents of the application form. ● Interview ● Professional references
Skills and Knowledge	<ul style="list-style-type: none"> ● Knowledge and understanding of education policies and practices relating to education and training of students 		<ul style="list-style-type: none"> ● Contents of the application form ● Interview



	<ul style="list-style-type: none">● The ability to provide inspirational and strong leadership and create an ethos in which the highest achievements are reached by all members of the school community● Passion and ambition to lead the delivery of high-quality learning and teaching, raise student and staff aspirations and inspire students to fulfil their full potential● The ability to analyse and use data to establish benchmarks and to set and achieve challenging targets for improvement● The ability to initiate and maintain innovative curriculum design and delivery to stretch the learning of all students.		<ul style="list-style-type: none">● Professional references
Personal competencies and qualities	<ul style="list-style-type: none">● A commitment to safeguarding and promoting the physical and emotional health and well-being of students● A belief in the right of students to a high-quality education, raising standards of achievement by recognising the value and worth of each individual, providing teaching, learning and enrichment which stretches each student and supports them to become fulfilled, confident adults● The ability to implement the vision, supported by a clear strategic plan, targets and goals for the school and its staff● Secure effective pastoral care, student welfare and significantly reduce		<ul style="list-style-type: none">● Contents of the application form● Interview● Professional references



	<p>instances of unacceptable behaviour</p> <ul style="list-style-type: none">●● Passion for helping children and young people learn● Trustworthiness and integrity● Ability to form and maintain appropriate relationships and personal boundaries with children and young people● Ability to engender confidence in young people● A warm, friendly, and patient manner● Ability to build positive relationships with all students that allow them to achieve to their highest potential● Discipline and time management skills● A belief in the value of others● A willingness to learn new skills and approaches and to share experiences with others● A sense of humour.		
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Employee Acknowledgement

I have received a copy of my job description.

I have read and understand the duties of my job.

I confirm that I can fulfil the requirements of the role of Assistant Headteacher, Teaching and Learning



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Signed:

Date: