

Post of Assistant Headteacher

Kings Academy



Wessex
Learning Trust



Information for Candidates

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Job Advert:

Assistant Headteacher – Teaching and Learning, Standards and Engagement

Kings Academy

Leadership Scale L12 – L16 (£58104 - £64255)

To Start September 2023

An exciting opportunity has arisen at Kings for an Assistant Headteacher with responsibility for Teaching and Learning. We are looking for an inspirational individual with the ability to lead the strategy for high quality teaching and outcomes .

You will need to be an outstanding teacher, with a proven track record of exceptional performance, and be capable of providing motivational leadership. You will be resourceful, enthusiastic, and committed to the highest standards of achievement for all. Our standards and expectations are high. We always aim to do the very best for our students, families and community.

Candidates will need to demonstrate they are:

- An ambitious leader with a vision for outstanding classroom practice
- A strategic thinker and creative problem-solver
- An outstanding teacher who has vision, drive and determination to succeed in maximising attainment potential
- Innovative, enthusiastic, and passionate about students and their learning
- Able to encourage and inspire colleagues, leading Kings to further excellence
- A dedicated, motivated, reflective practitioner who is determined to succeed
- Able to lead and be part of an effective and dedicated team
- Able to draw on relatable educational research to inform practice

Kings Academy, part of the Wessex Learning Trust, is based in the beautiful Somerset village of Cheddar, close to Bristol. For an informal discussion or to arrange a visit, please email jobs@kowessex.co.uk

Closing date: Monday 20 March 2023 - 8.00am

Interview date: w/c Monday 27 March 2023

To apply for this position, please complete a teaching staff application form, (which is available on our website), together with a letter of application for the attention of Mr D Wiltshire (Headteacher). Your letter should be no more than two pages of A4, detailing your experience to date and why you are the best candidate for the position. Completed applications should be returned by post for the attention of the HR Department, or by email to jobs@kowessex.co.uk

The Wessex Learning Trust is committed to safeguarding young people and promoting the welfare of children, and all staff appointed will undergo online checks and be required to undertake an enhanced Disclosure and Barring Service Check

Letter from the Headteacher – David Wiltshire

Dear Candidate

Thank you for your interest in the post of Assistant Headteacher (Teaching and Learning), here at Kings Academy.

As one of the top-performing 13–18 year schools in the South West, Kings strives to provide a first-class education for all. There are currently 1100 students on our roll, including a popular Sixth Form of 300 students. We are proud of our traditional values, our care for young people, commitment to academic success and the excellent reputation we enjoy within the community. The latest Ofsted inspection judged Kings to be 'Good'.

We are seeking to appoint an ambitious and inspirational person with a proven track record of outstanding performance and success in implementing strategies.

This is an exciting opportunity for an innovative leader to help lead the Academy through to the next stage of our journey.

If you would like to be part of a successful and exciting team working in a school which is constantly progressing and feel that you have the skills and qualities to make a significant improvement to the lives of our students, then I would welcome an application from you. At times there will be challenging jobs to do, but the experience and satisfaction you will gain from joining our team will be outstanding.

Our interview process will take place week commencing Monday 6 February 2023 to enable the successful candidate to take up post after the Easter holiday. I hope this information will help to steer you towards making an application but do please contact us if you need any further clarification.

We look forward to hearing from you.

David Wiltshire
Headteacher





How to apply

All candidates are asked to complete the teaching application form which you will find on our website under Working at Kings, Vacancies, together with an accompanying letter addressed to Mr David Wiltshire, Headteacher at the Kings Academy (no more than two sides of A4) detailing your experience to date and why you are the best candidate for the position. CVs will not be accepted.

The advert for the post will be appearing on Eteach, Kings Academy website and Wessex Learning Trust website. The closing date for applications is Wednesday 1 February 2023 at 8.00am.

Applications can be emailed to jobs@kovessex.co.uk or posted for the attention of Mrs F Prewett, HR Administrator.

Shortlisted candidates and unsuccessful candidates will be contacted from Thursday 2 February 2023.

Interviews will be held week commencing Monday 6 February 2023.

We welcome visits from potential applicants. Should you wish to come and visit the Academy, please contact Frances Prewett, HR Administrator on 01934 742608 or email job@kovessex.co.uk

Kings is committed to safeguarding young people. The successful applicant will be required to undertake an enhanced disclosure and barring service check prior to taking up the post.

We look forward to receiving your application.

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Kings Academy, our Journey

Our Values

The Wessex Learning Trust believes in high quality education and personal development for its young people, strongly rooted in our communities. It believes in valuing all staff, developing a growth mind-set around distributive leadership and opportunity. Hope, belief and aspiration are woven through what we do.

At Kings Academy we believe that education is a way to determine an individual's future. Kings is committed to developing a values-led approach to curriculum design, pedagogy and the development of social capital. We have established a learning model which moves away from a purely content based starting point towards one based on our agreed values. As an upper school, with our year of intake being Year 9, we have more time to schedule a wider educational offer, including environmental concerns, participation activities, global awareness, personal development and leadership skills.

What schools say they value is not always reflected in their curriculum offer or in their approach to managing and leading people (of all ages). Excellent examination results are important but cannot be achieved with the exclusion of vital skills such as creative thinking, problem-solving and designing solutions. However, we believe that creative outlooks and autonomous learning will support both the raising of progress levels and the creation of fully rounded people who have a passion for themselves, their future and their communities.

We want to continue to develop Kings as a thinking and learning environment (our core business), bringing a high level of challenge into the classroom, focusing on the planning for progression in our lessons.

A priority is to continue to raise progress levels, particularly for boys, disadvantaged students and those students with a special educational learning need, we are an innovative Academy, challenging the status quo, developing all stakeholders and be an employability centre demonstrating creativity and entrepreneurship.

Student Welfare

The vision at the Academy has been to create an integrated services approach to student care, both within Kings, but also across the Trust.

We are in the process of developing a Student Support Hub. This will encompass SEND, Learning Mentors and some pastoral provision.

These areas will help tailor the curriculum and learning to the needs of the student and are part of the graduated response system. The plan is for early identification and measurable successes. This strategic approach combines creating bespoke support packages, including shaping curriculum, tailoring the Teaching and Learning and participation, as well as wrap-around care.

There are four vertically organised Houses (Years 9 – 11). The Heads of House are responsible for the overall welfare and academic monitoring of their students, acting as a small-school Headteacher. It is the Head of House who will make referrals to the Welfare Team regarding concerns about their students.



Kings Academy, our Journey

Community

The Cheddar Valley is a lovely place to work and a place where the community really does want to play a role in supporting our young people. Our vision has been to develop local, national and international partnerships and strategic alliances to enable our staff and students to work with the very best and have the widest possible opportunities. We want to be the learning hub of the community and value contributions from every member of the community. Examples of recent projects include 'The Space', a community project which supports young people's mental health and emotional well-being and also the work of the local churches to support our young people.

The Academy has engaged its parents through various forums and parental 'learning to learn' evenings which focus on particular topics. We are fortunate to have support from the local Rotary Club to create opportunities for young people to participate in and compete with others. These include Young Photographer, Young Musician, Youth Speaks, Young Citizen, Breakthrough Project, Young Writer, Rotary Chef and Youth Leadership. We are very proud of our engagement in these competitions and the participation and achievement of our students is vital to their personal development.

Each House has its own community project and its own charity to support each year. This anchors the Academy to its locality and allows students to make a positive contribution. These projects are an expression of our value set.



Business/Careers/Aspirations/Employability

The huge drive on enterprise, innovation, careers, and apprenticeships is part of the vision to create a learning hub that provides pathways for all students, taking them onto appropriate education, training and employment. Students are motivated and engaged in lessons, are purposeful and can see a future they can play a role in.

Employability is a key strand of our 'Five Year Vision' to be an employability centre demonstrating creativity and entrepreneurship. This will include careers work, business networking and employability work and activities on our Focus Days. Our key partners in this work are local businesses.

Work experience takes place in Year 10 and Year 12. We have our own Business Network and we have hosted business breakfasts for our students. We are developing career mentors to link with every Year 10 tutor group. Students can meet with industrialists and entrepreneurs to find out more about their vocation and how to access that career.

We are working on our 'ongoing CV project' for all students, giving them focus and a hook for their personal, academic and 'professional' development (almost N-ROA in its approach). The team also run careers cafes with regular visiting speakers, employment taster days, internships, assessment days for students run by local and regional companies, CV workshops and many business opportunities.

We have strong links with the local universities, especially Bristol University and the University of the West of England. They also provide ambassadors who work with our students in a number of subject areas. Students benefit from visiting universities for specific events and activities.



Kings Academy, our Journey

History of the Campus

One of the large benefits of the Academy is its wonderful site. The backdrop of the Mendips and the Somerset Levels makes this a delightful place to work.

The school is located within a conservation area. The grounds contain the remains of the Saxon Palace. A wooden great hall was constructed around the reign of King Alfred the Great (died 899AD). It was rebuilt around 930 AD and a chapel and other buildings were added. The palace hosted the Witenagemot, an assembly of powerful figures, in AD 941, 956 and 968. The remains were excavated during the construction of the school but have since been re-buried. The layout is marked with concrete plinths in front of the school entrance. A ruined 14th century chapel in the grounds is dedicated to St. Columbanus.

In January 2006, during the building of the modern languages building a grave, believed to be Roman, was uncovered. The grave contained the skeleton of a man, believed to be around 50 years old, and pagan rather than Christian due to the north-south orientation of the grave. Artefacts from the Roman era have also been found, with Cheddar once a 'port' on the shallow sea of the Somerset Levels.



Pictured above, remains of the Saxon Cheddar Palace

Staff Welfare

Staff at Kings are fantastic. Our mantra of believe and succeed permeates through our actions and interactions. As a team we think we can achieve the best for our students and be the best school in the region.

To achieve this, we must look after our staff and value them. This is our ethos. We are one team, support staff and teachers together. We have run several staff welfare events and stress management sessions. We have a number of staff mental health and emotional welfare representatives in the Academy and also subscribe to 'Care First', a service that supports staff in need.

Student Engagement and Participation

Our vision is to provide excellent opportunities for students to develop skills and leadership at all levels. We have an 'ethos push' on making our students feel valued, confident, aspirational and develop the ability to believe in themselves. House Cup competitions are at the heart of greater participation and competition.

Honours are awarded for students who represent the Academy or House in special ways. We hold a participation fair each year where students are encouraged to sign up for internal and external clubs and community projects. Student leadership is strongly promoted, with House councils, Academy council and sixth form council in place. Learning to Lead programmes develop young people who lead others.

Sport is seen as a strong way to include and motivate boys and girls alike, fostering self-esteem and self-respect. Sport is strong at the Academy. Our Leisure Centre is part of the Wessex Learning Trust. Through the Leisure Centre we have set up our very own Sports Academy including specialist coaches for a number of sports. We enter elite teams in the prestigious South West Colleges league as well as local competitions. Football and rugby have both been very successful for males and females, with our teams becoming County champions. Hockey, cricket, netball and cross country are also growing in demand and in success.

Debating and public speaking are strong at the Academy with Art, Textiles, Photography, Music, and Performing Arts equally successful. Many concerts, exhibitions and performances are arranged each year. The Academy participates in several competitions including the national computing competition. This is a school where students engage, participate and succeed.



Kings Academy, our Ethos

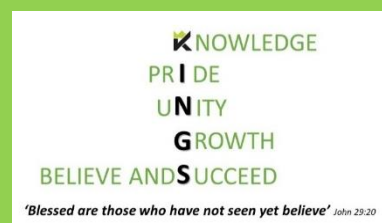
Christian Ethos

Here at Kings, we ask ourselves: Who are we? Why are we here? And how should we live? We are Kings; a Church of England school with a vision for all to have faith to **'believe and succeed'** as Jesus said, **'Blessed are those who have not seen and yet believe.'**

Our vision at Kings is for all to come together to acquire **knowledge** of the world we live in and most importantly of ourselves. Guided by our school Christian values 'Kings principles of **PRIDE**' we come together to build a school community that supports everyone to be the best one can be: mentally, socially, academically and spiritually. Our school is a community within a community: The Cheddar Valley community and The Wessex Learning Trust, where everyone has value and in **unity** is supported to flourish and **grow**. Kings works in partnership with the Trust first and middle schools, staff, students, parents and carers to provide the very best learning and school experience for young people aged 2-19 years, giving everyone the opportunity to **'believe and succeed.'**

The Academy works to care, nurture and empower; it recognises and values everyone of all backgrounds and faith. It lives and works through a known and overt set of Christian values **'Kings principles of PRIDE'** which are pivotal to the day to day workings of the Academy.

Members of our learning community share the experience of Christian worship, learn about Christianity and other religious and secular viewpoints. Individuals are respected and can develop their own thoughts and character in a supportive and caring environment; each having the freedom to contemplate different perspectives to make their own informed choice about their actions and faith.



Campus and Facilities

The Academy is set on an attractive campus. Located in Cheddar, the Academy is made up from a range of buildings. Many subject faculty areas benefit from being based in their own dedicated area. Each department has a teacher workroom and there are specialist facilities for Design Technology, Science, Art, Music, Performing Arts, SEN and ICT. The Sixth Form have their very own Sixth Form Centre, with its own quiet study area, ICT area and an area to relax with friends. We have a newly refurbished library which offers homework support to students afterschool every evening.

The Academy benefits from the large Kings Café, for students and staff alike and has in-house catering services.

There has been an ongoing programme of improvement to our facilities over the last few years including a redecoration programme which has brought about a significant improvement to the appearance of the buildings and the working environment for students and staff.

Kings Theatre

The Kings Theatre provides our young people with access to superb drama facilities and allows our students to put on exceptionally high standard performances throughout their courses and as part of their enrichment.

Kings Sixth Form Centre

The Sixth Form Centre is a separate building designated for Sixth Formers. Facilities include a large open area to relax with friends, a quiet study area and a large computer area. There is also an attractive outside area for use by Sixth Formers during warmer weather.

Kings Fitness and Leisure Centre

Kings Fitness and Leisure is a thriving centre with an excellent range of facilities including a state-of-the-art gym, a swimming pool, a sports hall and two fitness studios that hosts a range of group exercise classes. An all-weather pitch is available to our students. Wessex Learning Trust staff are offered heavily reduced membership fees to Kings Fitness and Leisure.



Kings Academy

Kings Academy is a fabulous school. We have great students and fabulous staff. We are a happy school that likes to laugh but also one that is serious about delivering for our young people. Our motto is 'Believe and Succeed'. We must believe in ourselves, have self-esteem, have a can-do culture and be solution-driven. This leads to our success, for our students and our staff.

The Academy has been on a journey and the following changes have been made:

- Introduction of extended tutor time on Fridays
- Introduction of focus days to extend the wider curriculum opportunities
- Re-shaping of business and administrative roles
- Creation of business and administrative support teams
- Development of a faculty system for subjects
- Embedding the house system as the structure for the pastoral system
- Creation of a welfare and intervention team
- Creation of a staff welfare group
- Re-designing student feedback systems
- Introducing new, bespoke behaviour systems
- Promote leadership and empowerment for all staff

What the Academy now needs to do is to embed these changes, to focus on 'World Class Basics' and keep 'Believing and Succeeding'.





At The Wessex Learning Trust, our family of academies here in the South-West of England strive to offer a world class, 21st century education for all young people between the ages of 2 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

By working together, we believe we can harness the talents of all our staff, share good practice between all our academies, and share resources that enable us to concentrate on delivering excellence in education.

Our staff are the best around, and give their all to promoting a fulfilling and engaging curriculum. Across the Trust everyone plays to their strengths, and is supported so as they work their best - and thus help our students work their best too.

Our Benefits:

- Professional induction, training and continued professional development opportunities
- Staff benefits including reduced leisure centre membership and cycle to work scheme
- A staff assistance programme with specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family
- Exciting opportunities as part of a growing multi-academy Trust
- Eligible for Local Government Pension Scheme
- Collaborative working across the Trust

Come to Cheddar!

Situated on the southern edge of the Mendip Hills, Cheddar is a large village and civil parish in the Sedgemoor district of Somerset. The civil parish includes the hamlets of Nyland and Bradley Cross.

Some think of Cheddar as cheese without associating it with the village, and others know of the large natural feature known as Cheddar Gorge. The Gorge is believed to have been formed by the collapse of caverns carved through the rock by underground water courses. A water course comes out of the hillside forming the River Yeo which runs through the village. The natural beauty of the location attracts a great many visitors all year round.



Cheddar's oldest known inhabitant is a skeleton, dating from the last Ice Age, found in a cave. Interestingly, a DNA link was found between this long dead individual and one former member of staff at Kings Academy during investigative DNA tests undertaken on some students and staff. The caves are in the lower part of the Gorge which is a significant tourist location.

During the preparation of the site for a Church of England secondary school, remains were found of a large Saxon wooden hall. Following archaeological investigation, this hall was identified as a royal site and the school was given the name Kings Academy.



The location of each pillar is now marked by a concrete pad north of the school building. Nearby are the remains of a small stone oratory or chapel known as St. Columbanus. All these ruins are on private land. North Street follows the line of the Saxon Village servicing the palace site. The royal status disappeared with the Norman Conquest.



Cheddar is a large thriving village on the side of the Mendips with farming, quarrying, tourism, a business park, three schools (First, Middle and Higher), significant ingress of retirement population and considerable support businesses. It has six churches, many pubs, takeaways, cafes and restaurants, a sub-post office, shops, a supermarket, good sports facilities and a population of about 6,000.

The village also has several teams for football, cricket, hockey, and many other sports.



Job Description

Assistant Headteacher – Teaching and Learning, Standards and Engagement

Purpose:	The Assistant Headteacher for Teaching and Learning, Standards and Engagement is a significant senior leadership position. You will have excellent leadership qualities, creativity and energy and will work alongside the existing senior leadership team to make continued, sustainable improvements. The core purpose of the role is to maximise the provision of strong leadership for raising standards of Teaching and Learning in the Academy. • Promoting the highest standards of Teaching and Learning in order to ensure the very best academic achievements in the Academy, and to create a positive atmosphere conducive to learning • Developing, leading, and managing effective strategies to further improve standards of Teaching and Learning • Coordinating Upper and Middle School liaison to support the progression of learning between all key stages • Ensuring robust induction systems are in place to support ECTs, ITT and new teaching staff • To develop and embed the very best of teaching standards across the Academy • To develop and promote learner engagement • To lead on the sub-group progress and attainment • To lead on adaptive teaching and Quality First Teaching framework • Line management of designated curriculum areas • To carry out professional duties in accordance with the Academy Teachers' Pay and Conditions document
Reporting to:	Headteacher
Key Responsibilities:	Strategic • As a member of the Senior Leadership Team you will be responsible for the strategic development of Teaching and Learning across the whole school (Key Stage 3, 4 and 5) • To be responsible for the Quality Assurance across all aspects of teaching and learning • To lead on embedding consistency and the highest of teaching standards across the Academy

Teaching and Learning

- Lead and support the improvement of Teaching and Learning to raise standards and achievement through quality first teaching, ensuring Teaching and Learning throughout the Academy is of the highest standard, thus ensuring outstanding achievement for all
- Raising standards and achievement through staff development and training
- Oversee and organise systematic observations, learning walks, work scrutinies and student voice
- Lead and support Teaching and Learning initiatives
- Lead whole school assessment for learning (AFL)
- Lead and develop a coaching programme to support improvements in Teaching and Learning
- Challenge underperformance and promote and utilise effective improvement strategies
- Maintain up-to-date records of CPL undertaken by staff (using the BlueSky system), and of the impact of training and support programmes on teacher and student performance
- Oversee the training and development needs for all staff, promoting career development and opportunities for career progression
- Ensure that teacher subject knowledge is secure and is updated in-line with new curriculum requirements
- Ensure that assessment information is used to plan appropriate Teaching and Learning strategies
- Ensure the quality of opportunity and recognition of diversity are promoted through Teaching and Learning
- Ensure that literacy and numeracy and oracy skills are reviewed, developed and embedded through Teaching and Learning
- Ensure that teaching supports those students that fall behind and enables them to catch up
- Ensure teachers set appropriate homework in-line with school policy to consolidate learning. Monitor homework provision and quality
- Embed the Academy's feedback policy to ensure that all teachers provide students with precise verbal or written feedback that shows them how to improve their work
- Ensure Heads of Faculty/Subject rigorously track the quality of Teaching and Learning within their subject areas
- Liaise with Subject Leaders to ensure that schemes of work and curriculum maps are sequenced, challenging, outline key concepts and vocabulary and facilitate progress for all
- Ensure that parents/carers and stakeholders have a clear understanding of the skills and knowledge that students need in order to excel
- Take a lead role in the delivery of CPD including Teaching and Learning briefings and school INSET
- Coordinate and evaluate the programme of virtual learning and interventions in the event of a whole school closure
- Oversee the quality assurance of departmental monitoring for Teaching and Learning
- To set up and chair an effective Teaching and Learning group which brings innovation and energy to addressing whole school priorities
- To direct lead practitioners to embed the highest of standards across the breadth of the teaching staff
- Where required, support individual staff with behaviour management support so that effective learning can take place

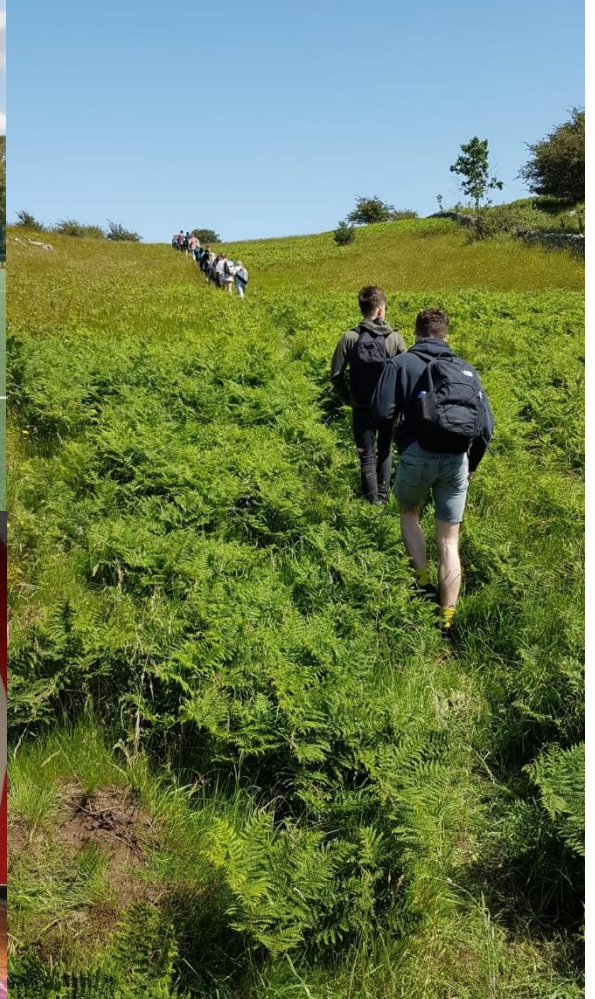
Leadership:	• To develop and embed an appropriate range of revision and consolidation programmes Operational • As a qualified teacher teach a subject in the main school timetable, using this to model good practice and credibility • Ensure evidence and records for an Ofsted inspection are regularly updated • Ensure safeguarding and health and safety regulations are observed, with safe working practices followed Leadership • Create a learning culture and ethos, providing educational vision and direction, which secures effective teaching, successful learning and sustained improvements by students to prepare them for adult life and the best life chances • Work in collaboration with Senior and Middle Leaders to ensure improved progress as a result of outstanding leadership and management of Teaching and Learning within the Academy • To lead and support Associate Assistant Headteachers in delivering the best CPD and promoting the highest quality of teaching and learning • To lead on teacher development, CPD and appraisal • To develop and implement teacher development and support pathways • As a member of the Senior Leadership Team, you will contribute to the day-to-day leadership of the Academy • Support the Headteacher in providing clear direction for the development of the Academy • Carry out duties and have a visible presence around the Academy • Foster the growth of the Christian distinctiveness and ethos in Academy activities as a mechanism for hope, love, respect and belonging • Contribute to management decisions on all aspects of policy, development and organisation by playing a significant role in the preparation, implementation and monitoring of the Academy's development priorities and other improvement plans • Attend all relevant associated meetings as required, for example, Senior Leadership Meetings, Parents' evenings • Support the work of the Governing Body. The postholder will be accountable to the Standards and School Improvement Committee. Attendance at Full Governors meetings may be required The Academy recognises that the following skills are required for this post: Leading • Flexibility: the ability and willingness to adapt to the needs of a situation and change tactics • Holding people accountable: the drive, resilience and ability to set clear expectations and parameters and to hold others accountable for performance • Leading people: the drive and ability to provide clear direction to students and staff, and to enthuse and motivate them • Passion for learning: the drive and ability to support students in their learning, and to help them become confident, independent, aspirational learners Relating to others • Impact and influence: the ability and the drive to produce positive outcomes by impressing and influencing others • Team working: the ability to work with others to achieve shared goals • Understanding others: the drive and ability to understand others, and why they behave as they do
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	Developing people • Encourage staff to work together and share expertise within and across teams • Use coaching skills to help staff achieve their potential Reflecting • Reflect on personal and professional development • Use feedback from all stakeholders of the Academy to help improve the way you lead, manage and develop staff • Be aware of your own skills of self-management as regards time and prioritising workload Inspiring • Be able to inspire staff and pupils with the highest standards and expectations • Be able to take the initiative and lead from the front
Salary/Grade:	Leadership Scale Range 12 – 16
Additional duties and information:	The responsibilities outlined in this job description are in addition to those covered in the generic teachers' job description. Senior Leaders make a significant and sustained wider contribution to the Academy. The Wessex Learning Trust and Kings Academy are committed to safeguarding and promoting the welfare of students and staff. All staff working within the Wessex Learning Trust are expected to share a commitment to this. You will be expected to lead, follow, and promote the procedures in the child protection policy and report any concerns. Whilst every effort has been made to explain the main duties and responsibilities of the post, not all individual tasks undertaken will necessarily have been identified. The postholder will be expected to comply with any reasonable request as directed by the Headteacher to undertake work of a similar nature that is not specified in this job description. This may include being the Headteacher's representative for meetings and events. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers and to maintain a professional standard of demeanour and dress. This job description is current at the date shown but will be reviewed annually as part of the appraisal process or at other appropriate times as determined by the Academy.

Person Specification

Assistant Headteacher

Description	Method of Assessment
Qualifications, Knowledge and Understanding Essential • A good degree and Qualified Teacher Status • Evidence of previous and ongoing commitment to further professional training/development • Knowledge of current educational thinking regarding raising achievement through Teaching and Learning Desirable • Level 2 or above safeguarding trained • Safer recruitment trained Skills and Abilities Essential • To be an outstanding classroom practitioner and enjoy teaching • Can demonstrate high standards in the necessary professional competencies required for teachers, including subject knowledge and application, classroom management, assessment recording and reporting students' progress • Understand and interpret complex data to improve outcomes • Understand the importance of self-evaluation in raising standards • Be a strategic thinker • Organise, develop and evaluate effective systems • Proven track record of success in a middle leadership capacity in the secondary sector • Prioritise and plan in advance to ensure completion of tasks, be a completer finisher • Take responsibility for CPD needs • Have a commitment to the continuous improvement of Teaching and Learning and the achievement of the highest possible academic and social standards • Good ICT skills • Excellent interpersonal and communication skills • Excellent listening skills • Excellent written communications skills • Evidence of high order administrative, organisational and management skills • A highly professional manner at all times • An excellent focus on standards in order to raise achievements • A calm and clear approach when problem-solving • High emotional intelligence • Ability to chair meetings and be a good ambassador for the Academy in external meetings • A good sense of humour and the ability to remain calm under pressure • Excellent punctuality and attendance • A can-do attitude	Application form/interview
	Application form/interview



The Kings of Wessex Academy, Station Road, Cheddar, Somerset, BS27 3AQ • 01934 742608 • office@kovessex.co.uk • www.kovessex.co.uk



The Kings of Wessex Academy



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