**Job Title:** Assistant Headteacher

**Job Location:** The De Montfort School (TDMS), Evesham

**Salary:** L8-12

**Closing Date:** Monday 28 April @ 10.00am

**Are you ready for a new challenge and to make a difference in an organisation where ambition, collaboration, and innovation drive every decision?**

**About the role:**

The Four Stones Multi Academy Trust has an exciting opportunity for an Assistant Headteacher to join our growing Senior Leadership Team at TDMS from September 2025.

The successful candidate will be an experienced middle or senior leader and have a corporate responsibility for the smooth running of the whole school with a focus on the development of teaching and learning. They will be well read and have an up to date knowledge of the latest educational research and policy with a proven track record of outstanding classroom practice and the ability to improve, challenge and support colleagues. They will also have superb drive and enthusiasm and demonstrate the ethos of being uncompromising in the pursuit of high standards of student behaviour and achievement. The post offers excellent opportunities for ambitious and talented candidates with aspirations of further promotion.

Our preferred candidate will have the specialism of teaching English or Mathematics.

Our successful candidate will have the following experience, skillset and qualifications:

* Honours Degree
* DfE recognised Qualified Teacher Status
* Outstanding classroom practitioner with the knowledge, understanding and practical application of effective teaching and learning strategies in order to raise standards
* Successful experience of strategic leadership and management
* A track record of effectively leading, managing and motivating students and staff and developing team approaches

**About Us:**

At TDMS we are ambitious and welcoming; we both support and challenge every child to leave our school with strong academic qualifications, a well-developed character and clear values that will carry them through to long term success. Our staff give 100% and in return, we ask our students to also give 100%. This means being ambitious in their thinking, hardworking and resilient. Excellent pastoral support coupled with determination to succeed means that every student will develop into a well-rounded young person and achieve their best.

We are part of The Four Stones Multi Academy Trust, who believe our students deserve nothing less than the best. As a family of like-minded schools, we work collaboratively to provide mutual support, share best practice, and create a thriving, high-performing environment.

Our work is underpinned by our core values of: Ambition, Commitment, Creativity, and Integrityand a relentless focus on achieving our [Trust Dividend](https://www.the4stones.co.uk/about-us/trust-information/trust-dividend/) to ensure opportunity and success for all by transforming lives through high quality education.

**As part of our Trust, you will have:**

* Opportunities to be part of a collaborative culture whereby you are part of a network where schools and staff work together to excel.
* Quality resources and a rich environment, to enable you to develop a personalised approach for every student you teach or support.
* A culture of lifelong learning, emphasising professional growth where your own ambitions are actively encouraged and supported.
* A safe and positive physical and psychological environment that welcomes diversity and actively promotes wellbeing.

**Why join us?**

We recognise that successful people place value on the range of benefits associated with their careers. As your future employer we place value on these too, that is why we are proud to offer:

* Access to the Teachers’ Pensions Scheme.
* 7 training days calendared with a view to alleviate pressure at key times in the year, with a training day in December dedicated to marking mock exams.
* Access to a range of paid special leave provisions to help with life’s emergencies, unpredictable events and significant occasions.
* Access to a bank of pre-planned teaching resources. You need to intellectually prepare for lessons rather than plan from scratch.
* Salary sacrifice cycle to work scheme
* Healthcare benefits including free eye test vouchers for DSE users and flu vaccinations
* Employee Assistance Programme
* Access to shopping and lifestyle discounts

**Your Application:**

**Diversity, equality and inclusion are at the heart of what we value as an organisation. We are an equal opportunities employer, and all qualified applicants will receive fair consideration for employment without regard to race, religion, sex, sexual orientation, age, disability or any other status protected by law.**

**We are also fully committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. As part of our requirements under Keeping Children Safe in Education pre-employment checks we will undertake. This role will involve undertaking regulated activity with our children and young people and therefore this position is exempt from the Rehabilitation of Offenders Act 1974 and an enhanced DBS will be required for the successful candidate.**

**If you would like to speak to a member of the team about the post or arrange for a school visit, then please contact us on** **recruitment@the4stones.co.uk****. *Early applications are encouraged as we reserve the right to close the advert at any point.***

**Further information and an application form are available via the Trust website on** [**http://thefourstonesmat.co.uk/**](http://thefourstonesmat.co.uk/)**. The completed application form should be emailed to** **recruitment@the4stones.co.uk****. Interviews will take place on Friday 2 May.**