



Job Title: Assistant Headteacher, Teaching and Learning.
Grade: Leadership Scale 9-13.

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

Students come first: First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We are team players: Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

Our values

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.



Core Purpose

The post is a key strategic role within the Academy Senior Leadership Team based at Stanchester Academy. This team is responsible for securing the key strategic objectives of the Academy.

Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

- Support the Headteacher in shaping, securing and translating the vision for academic achievement for the Academy through strategic line management of identified curriculum areas.
 - Execute exemplary leadership and management skills at all times to establish a highly effective academy and to be a role model to staff and students.
 - Contribute to the strategic development of the Academy to ensure the Academy continually aspires to the highest standards of academic outcomes.
 - Motivate and work with others to promote a positive culture that promotes personal excellence, equality and high expectations of all members of the Academy.
 - Ensure that all learners experience a safe and calm learning environment.
 - Act at all times in accordance with the agreed Values and Ethos of the Academy.
 - Engage critically and effectively in evaluating the work of the Academy and in developing strategic plans for further development, in particular in relation to student achievement, outcomes and pathways.
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- To lead on teaching and learning and achievement with the Headteacher.
 - To line manage curriculum areas as discussed with the Headteacher
 - To oversee staff development, identify needs and support staff to achieve their goals
 - To lead, manage and support staff to ensure that the highest standards of teaching, learning and curriculum are delivered.
 - To work with the trust to deliver the growing great schools and growing great teachers' programme
 - To lead the home learning policy and procedure at the academy
 - To act as the lead for ECT/GTPs and any other external agency related to teacher training and development
 - To lead and deliver CPD to deliver quality teaching, learning and assessment.
 - To support the monitoring and review of teaching, learning and curriculum across the academy.
 - To devise strategies to disseminate effective practice and research evidence to improve outcomes.
 - To embed ownership of quality assurance amongst curriculum leaders.
 - To support the development of a whole school culture of best practice in teaching and learning.
 - To create flexible and comprehensive learning opportunities for all pupils through the implementation of a creative and inspiring curriculum.



- To maintain ongoing evaluation, review and development of Teaching, Learning and the Curriculum.

The post holder will receive the general direction from the Headteacher and/or Deputy Headteacher but will operate independently on a day-to-day basis and will be required to deliver a high level of personal responsibility.

Other Duties

- Attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- Promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- Be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time, you may be required to carry out other duties commensurate with the role.

Person Specification

Area to be assessed	Essential criteria	Desirable criteria
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
Qualifications/Experience	<p>Experience in a Middle Leadership role.</p> <p>Evidence of raising achievement and standards within your own subject area or as a CL.</p> <p>Evidence of working with colleagues to improve the quality of teaching and learning.</p> <p>Evidence of curriculum design/planning.</p> <p>Excellent classroom teacher.</p> <p>Working Knowledge of accountabilities framework.</p>	<p>Experience of working with outside agencies.</p> <p>Excellent knowledge and understanding of vulnerable groups within education.</p> <p>Knowledge of current research relating to teaching, learning, curriculum and outcomes within education.</p> <p>Leadership of professional development of staff.</p> <p>Experience of being a Head of Year</p>

	<p>Ability to use data to set targets and track student progress. Whole school responsibility.</p> <p>ICT skills to manage the requirements of the post with confidence.</p> <p>Excellent knowledge and understanding of diversity and equality requirements.</p> <p>A clear vision and understanding of current educational developments.</p> <p>Success in fostering parental support for students' learning, attendance and behaviour.</p>	<p>Experience of promoting school activities within a community.</p> <p>Awareness of the way in which developing technologies can impact upon teaching, learning and curriculum.</p> <p>Teaching in more than one school.</p>
<p>Knowledge/Skills</p>	<p>Commitment to the ethos of the school and aligned to the new school vision.</p> <p>Willingness to participate in the life of the school.</p> <p>Ability to demonstrate enthusiasm and sensitivity while working with others.</p> <p>Ability to initiate and lead change.</p> <p>Fluent and effective communicator.</p> <p>Ability to establish professional working relationships with all members of the school community.</p> <p>Commitment to professional standards of fairness, honesty and integrity and a strong desire to encourage this in others.</p> <p>Resilient and able to respond well to pressure.</p>	<p>Comfortable in the public domain.</p> <p>Enthusiastic, energetic and self-motivating.</p> <p>Able to prioritise and delegate as circumstances require.</p>



	<p>Innovative, intellectually versatile and creative thinker.</p> <p>Accessible, responsive and accountable.</p> <p>Able to self-evaluate and be reflective in order to manage change.</p> <p>Capable of responding constructively to criticism.</p> <p>Caring attitude towards staff, pupils and parents.</p> <p>A positive and optimistic approach to the daily opportunities and challenges of school life.</p>	
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