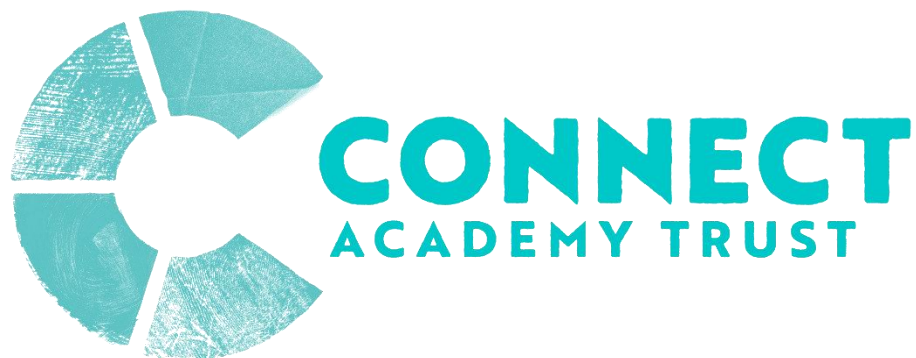


Assistant Headteacher Recruitment Pack 2025



Dear Applicant

Thank you for your interest in the role of becoming Thornbury Primary School's next Assistant Headteacher. I am very pleased to be able to share with you some information about the children, staff and leaders in our happy and inclusive school.



Thornbury is a thriving and popular primary school. We strive to ensure that there is a culture of inclusivity so that every pupil, family member and member of staff feels that they belong.

We are looking to recruit an aspirational and effective Assistant Headteacher to support the leadership of our school and contribute to our school improvement journey. There have been many recent positive changes to our curriculum; our next step as leaders is to support staff to embed these improvements and continue to evaluate the effectiveness to raise outcomes for pupils.

The successful applicant will play a key part in supporting the Headteacher and the wider Senior

Leadership Team with strategic planning and ensuring the highest quality teaching and learning outcomes throughout the school. Our school ethos is based on mutual respect for all; therefore it is important that you are someone who is able to drive standards whilst maintaining that sense of unconditional positive regard for all.

As in every school, our pupils are at the heart of everything that we do. They articulate that they feel safe and happy at school and the behaviour of our children is a strength. In 2023 we won a TES award for our initiatives towards Pupil Mental Health. We have a strong and dedicated Safeguarding and Inclusion team where we value a collaborative approach. This role will include being part of this team as one of our Deputy Designated Safeguarding Leads.

We are lucky to have an integrated language support centre for children with developmental language disorder. This means that a core principle of our practice is ensuring that children are able to access their learning through adaptations to tasks, interventions and the use of dual coding throughout the school.

Our pupils are motivated and love to learn so we have worked hard to ensure that our curriculum is engaging and interesting.

Our staff are committed and dedicated to giving our children the very best.

Thornbury is also part of Connect Academy Trust, where we are supported to be the best that we can be while retaining the essence of us as a unique school. See below for more information about Connect.

The right candidate for us will be:

- ✓ An outstanding teacher able to communicate your passion for learning.
- ✓ Clear and aspirational in your vision of education, and able to articulate and implement this.
- ✓ Committed to promoting the achievement of all.
- ✓ Experienced in rigorous tracking and data analysis, impacting substantially on pupil progress.
- ✓ Able to demonstrate successful whole school leadership in school improvement.
- ✓ Able to create a stimulating learning environment that supports and celebrates learning.
- ✓ Creative, energetic, enthusiastic and able to reflect effectively on your own practice.
- ✓ Committed to a rich and broad curriculum where all areas of learning are valued.
- ✓ An excellent communicator with strong levels of emotional intelligence and experience of leading teams, as well as supporting and engaging parents.

We are looking for someone who:

- ✓ Has high expectations of themselves and the children and staff they work with.
- ✓ Has an innovative and creative approach to the curriculum.
- ✓ Ensures high levels of pupil engagement and progress.
- ✓ Uses all sources of data effectively to identify areas for development.
- ✓ Has a proven understanding of addressing these areas effectively.
- ✓ Can effectively support the Headteacher to develop and lead aspects of wider school life.
- ✓ Can work closely alongside the Headteacher to adapt and develop the curriculum.
- ✓ Understands and ensures that the needs of all pupils within a specialist provision are met.

If this something you would like to be an integral part of and you have the enthusiasm and skills required, we very much look forward to hearing from you. We welcome informal discussions and visits to our schools. Please contact us via admin@thornbury.plymouth.sch.uk to arrange a visit in advance and/or an informal discussion.

Yours sincerely,

Emma Mantell
Headteacher



Connect Academy Trust

Connect is a family of 8 large, successful, and happy primary schools. The Trust now educates over 3300 children with 550 staff, in both Plymouth and Torbay. Connect was formed in 2016 and aims to provide a firm foundation for developing support staff, teachers and leaders to secure the best learning opportunities and outcomes for all children. It operates a dynamic, values-based system where each school is a giver and receiver of support. Connect is an inclusive Trust and 3 of our schools have specialist support centres, for deaf children, those with an ASC diagnosis and for those with a developmental language disorder.

We can offer you:

- A highly supportive school invested in your growth and professional development.
- A Trust culture that promotes diversity, equality and social justice.
- A supportive approach for all staff and an innovative approach to appraisal.
- Comprehensive induction and wide-ranging opportunities for professional development.
- An opportunity to be part of a forward focussed and growing Trust, author of the UK's first ocean conservation curriculum with 8 European Blue Schools and national winner of the Community Impact of the year Trust award 2023!

We are a close family of schools, who work together and support each other effectively. Each school is given autonomy and encouragement to embrace differences, share ideas, and succeed together. In this way, the leadership of each school has the autonomy to decide the best curriculum for their children. We are fortunate to have an effective Shared Services Team, including HR, Finance, IT, Facilities, Executive Assistant, School Improvement Lead and Chief Operations Officer, who support all schools and co-ordinate systems across Connect.

Thornbury Primary School is fully committed to equal opportunities, safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced DBS criminal record check and online checks will be completed.

Start date: September 2025
Salary Range: L3-L7. Depending on your skills and experience and to be agreed on appointment
Applications: Deadline is Monday 3rd March 2025 (midday)
Contract: Full time, permanent position within an ambitious and growing Trust
Interviews: w/c March 17th 2025. Dates to be confirmed



All applications must be submitted using the Connect application form that is available [here](#), and emailed to admin@thornbury.plymouth.sch.uk CVs or similar will not be considered.

1. Main Purpose & Duties

Core Purpose:

To be an aspirational and effective Assistant Headteacher to support the leadership of our school and contribute to our school improvement journey.

2. Statutory Requirements

The appointment is subject to the current conditions of employment for Teachers contained in The School Teachers' Pay and Conditions Document, the Schools Standards and Framework Act 1998, the required standards for Qualified Teacher Status and other current education and employment legislation.

Other Information

- The postholder is responsible for promoting and safeguarding the welfare of children and to adhere to and ensure compliance with the Trust's Safeguarding Policy and procedures at all times.
- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice and adhere to the Data Protection Act 2018.
- All staff must maintain confidentiality of information acquired in the course of undertaking the role.
- All Connect Academy Trust sites are smoke-free sites and all staff/volunteers and visitors are prohibited from smoking on any of Connect Academy Trust's sites.
- All staff are expected to familiarise themselves with and adhere to all relevant Connect Policies and Procedures which are relevant to the role.
- The post-holder will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check and complete a Childcare Disqualification Self-Declaration Form. Teacher Prohibition checks will also be undertaken if appropriate.
- All employees must follow the Trust's Staff Code of Conduct at all times.
- All staff undertake other duties commensurate with the job level.



Category	Essential	Desirable
<ul style="list-style-type: none"> Qualifications/ Professional Development 	<ul style="list-style-type: none"> Qualified teacher status Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning Ability to identify own learning needs and to support others in identifying their learning needs 	<ul style="list-style-type: none"> Experience of working with other schools/organisations/agencies Experience of leading/coordinating professional development opportunities
<ul style="list-style-type: none"> Experience 	<ul style="list-style-type: none"> Experience of teaching in Key Stage 2. Successful experience of leading one or more subject areas Proven successful teaching experience. Successful experience in a middle leadership and management role 	<ul style="list-style-type: none"> Teaching experience across both key stages. Experience of teaching in Year 6 and SATs. Curriculum leadership in maths. Experience of teaching in more than one school
<ul style="list-style-type: none"> Strategic Leadership 	<ul style="list-style-type: none"> Ability to articulate and share a vision of primary education within the context of the school's mission statement Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school Evidence of successful strategies for planning, implementing, monitoring and evaluation Understanding of and commitment to promoting and safeguarding the welfare of pupils 	<ul style="list-style-type: none"> Knowledge of the role of the Governing Body Evidence of having successfully translated vision into reality at whole school level Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these
<ul style="list-style-type: none"> Teaching and Learning 	<ul style="list-style-type: none"> A secure understanding of the Early Years requirements and the National Curriculum Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning Experience of effective monitoring and evaluation of teaching and learning Secure knowledge of statutory requirements relating to the curriculum and assessment Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management 	<ul style="list-style-type: none"> Understanding of successful teaching and learning across the entire curriculum across all key stages Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management Whole school curriculum leadership Promoting SMSC of pupils across the curriculum Trauma Informed School Training
<ul style="list-style-type: none"> Leading and Managing Staff 	<ul style="list-style-type: none"> Experience of working and leading staff teams Ability to delegate work and support colleagues in undertaking responsibilities Experience of performance management and supporting the professional development of colleagues 	<ul style="list-style-type: none"> Leadership of middle management / phase leaders Experience of working with governors to enable them to fulfil whole school responsibilities

Category	Essential	Desirable
<ul style="list-style-type: none"> Accountability 	<ul style="list-style-type: none"> Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, Experience of effective whole school self-evaluation and improvement strategies Ability to provide clear information and advice to staff and governors 	<ul style="list-style-type: none"> Experience of presenting reports to governors Leading sessions to inform parents Experience of offering challenge and support to improve performance
<ul style="list-style-type: none"> Skills, Qualities & Abilities 	<ul style="list-style-type: none"> High quality teaching skills High expectations of pupils' learning and attainment Strong commitment to school improvement and raising achievement for all Ability to build and maintain good relationships Ability to remain positive and enthusiastic when working under pressure Ability to organise work, prioritise tasks, make decisions and manage time effectively Empathy with children Excellent communication skills Excellent interpersonal skills Stamina and resilience Effective ICT skills 	<ul style="list-style-type: none"> Proven track record of improving standards and outcomes in a key area across the school Willing to go the 'extra mile', both for Thornbury Primary and Connect Academy Trust
<ul style="list-style-type: none"> References 	<ul style="list-style-type: none"> Positive recommendation in professional references Satisfactory health and attendance record 	<ul style="list-style-type: none"> Professional reference without reservations Strong positive examples of leadership impact
<ul style="list-style-type: none"> Safeguarding 	<ul style="list-style-type: none"> Thornbury Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants 	<ul style="list-style-type: none"> Higher Level Safeguarding Certificate