



WILLIAM HARDING SCHOOL
Aim high... Work hard... Be kind...

WILLIAM HARDING SCHOOL

Hazlehurst Drive, Aylesbury, Bucks. HP21 9TJ

Phone: 01296 421733

E-mail: office@williamharding.school

Website: www.williamhardingschool.co.uk

Head Teacher: Miss T Cotchin BA(Hons) PGCE NPQH NPQEL



Assistant Head teacher – possible placement for EYFS/KS1/KS2 Required to start Easter or September 2025

Be part of our future!

'Leadership have developed a culture where everyone checks on everyone to ensure staff wellbeing; people consider other people.'

'It is a large school but it clearly feels like a small school community.'

This is an exciting opportunity to work with a hard-working and dedicated staff and wonderful children who live our **school motto of; Aim high... Work hard... Be kind...**

We are looking for enthusiastic, ambitious and skilled teacher to be part of our commitment to achieving excellence. We are a four form entry primary school with a pre-school. William Harding is resourced well to drive forward teaching and learning. We are a welcoming, inclusive community with a diverse mix of pupils which includes an Additional Resourced Provision for pupils with Speech and Language needs and Physical Disabilities. We pride ourselves on our sense of belonging and strong relationships in our school community. William Harding has a clear vision led by an experienced and ambitious leadership team. Staff are committed to raising standards and there is a strong emphasis on staff wellbeing and teamwork. We have well behaved children who are keen to learn.

Why Work at William Harding?

The devolved leadership structure of the Extended Leadership Team, which includes the SLT, AHTs and the Business Support Manager, means that working in teams for support and workload is paramount. In each year group the Year Lead works with the AHT to support the class teachers. As a year group, the team share workload to support wellbeing, in areas such as shared planning, extra-curricular activities, resources and other tasks. There is also a structure of support for teaching assistants with a Senior Lead TA for Y1-3 and for Y4-6. Then Lead TAs in each year group who leads on supporting the teaching assistants. We offer a wide ranging internal CPD program for all staff and bespoke leadership training for AHT. We also support leaders to undertake external and national training.

Our School Values are: Inclusion, Perseverance, Honesty, Respect, Responsibility and Collaboration.



Workload and wellbeing at WH

The SLT take wellbeing and workload very seriously and this is clear in the work we do towards supporting staff. More information can be found here <https://www.williamhardingschool.co.uk/> under the Wellbeing tab.

We pride ourselves on our wellbeing offer at William Harding and it is our mission to support the workload and wellbeing of all staff. Some of the things we offer include;

- Workload and wellbeing committee to raise and discuss wellbeing ideas
- Workload and wellbeing trials to test ideas before rolling out across the school
- Open door policy with line managers, ELT and SLT
- Onsite staff councillor
- External support including EAP and OH
- Wellbeing focus and opportunities in training and staff meetings
- Wellbeing focus as part of staff appraisals
- Wellbeing each term

Other staff to support you;

- You are never alone! You work with your team and across teams
- Three experienced AHTs and 3 very experienced SLT members
- The FLO (Family Liaison Officer) team are around to support with children's pastoral needs as well as our School Counsellor
- The SEND team offer support and guidance and work with pupils and staff
- The Behaviour team offer support and guidance and work with pupils and staff
- The Support Administrator liaises with parents on teachers behalf, supporting you with admin and leading on organising trips

Successful applicants must display;

- A passion for supporting staff to be their best versions of themselves
- A drive to make a difference in the lives of pupils
- A commitment to working hard to ensure that all groups of pupils succeed
- Excellent teaching skills and subject knowledge
- A positive drive, energy and initiative

Salary grade: Leadership scale – information on request

Please see Job description/Person specification for more information. Visits to the school are warmly welcome. Please contact ltadmin@williamharding.school to arrange a visit or to find out more about the role. We would also suggest that you look at our website for information about our school or arrange a call/tour.

Application forms can be found on the school website. These should be completed online and sent via e-mail to ltadmin@williamharding.school

Interviews will be scheduled according to applications that are received.

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Safeguarding Statement

William Harding School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. All successful candidates will be subject to a disclosure of criminal records at an enhanced level. Any offer of employment, or agreement to volunteer, is subject to receipt of satisfactory references and DBS checks.

In line with Keeping Children Safe in Education 2022, online searches will be carried out on all shortlisted candidates. The search is not part of the shortlisting process itself, and candidates will have a chance to address any issues of concern that come up during the search at interview.

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