

Harris Academy Wimbledon



Assistant Principal and Director of Sixth Form (HAWI6)

Leadership Scale Point 11—16 (Inner London) depending on experience: £76,154—£84,842 + Pension Scheme (TPS) + Harris Wellbeing Cash Plan + Additional Benefits

Start date: September 2026

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on 020 3962 4300 or info@harriswimbledon.org.uk

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Dear Applicant,

We are seeking an exceptional and ambitious leader to join our senior team as Assistant Principal: Director of HAWI6. This is a pivotal role in shaping the next stage of our Academy's journey and an exciting opportunity for a dynamic, forward-thinking educator who is passionate about post-16 education. The successful candidate will bring a strong track record of leadership, a clear vision for high-quality sixth form provision, and the ability to inspire both students and staff. They will be a skilled communicator, highly organised, and committed to delivering outstanding academic and pastoral outcomes.

Our sixth form is at an exciting stage of development. Now in the ninth year of our journey as a school, we celebrated our first A Level results last year with exceptional success. Our students secured progression to leading universities including Cambridge, Durham and Exeter, alongside other Russell Group institutions and prestigious art colleges. For many of our students, this represents being the first in their families to access higher education, making these achievements particularly meaningful. We are looking for a leader with the passion and drive to build on this success; someone who can inspire young people to aim high, work hard and believe in their ability to make a difference.

We are an 'Outstanding' (Ofsted 2023) secondary academy, established in 2018 to provide an excellent education for children in Wimbledon. Two years after opening, we moved into our purpose-built school, which is modern, bright and equipped with state-of-the-art facilities across the curriculum. We are oversubscribed and benefit from exceptional levels of support from our community, with waiting lists for entry into every year group.

Our academy is an exceptional place to learn, offering an ambitious, inclusive and supportive environment. We have high expectations of all students, regardless of their starting points, and are committed to ensuring they leave us not only with strong academic outcomes but also as well-rounded individuals with a deep sense of social responsibility.

Our motto, "make a difference", underpins everything we do. Three core values guide our approach: independence, integrity and resilience. We develop independence by equipping students with the skills and confidence to succeed and by setting ambitious goals for every individual. We promote integrity by fostering honesty, fairness and the courage to do the right thing. We build resilience by supporting students to embrace challenge, learn from mistakes and understand that sustained effort leads to success.

Above all, we are looking for a leader who shares our values, thrives on collaboration and is driven to make a lasting impact on the lives and futures of our students.

I look forward to receiving your application.

Yours sincerely,



Joanne Larizadeh
Principal

Job Description

Specific Responsibilities – Director of HAWI6

- Provide strategic leadership of HAWI6, ensuring outstanding academic and pastoral outcomes for all students
- Lead and line manage the Head of Year 12 and Head of Year 13, ensuring highly effective pastoral systems and consistent student experience
- Oversee the quality of teaching and learning in the sixth form, working closely with the Senior Vice principal, Directors of Subject and Subject Leaders to provide appropriate challenge and support
- Lead the design, development and implementation of an ambitious and inclusive sixth form curriculum, including oversight of the Extended Project Qualification (EPQ) and the super-curriculum.
- Ensure the curriculum offer is well-matched to the cohort and supports strong progression to competitive post-18 destinations
- Lead the full UCAS and post-18 application process, ensuring students secure ambitious progression routes, including to leading universities, apprenticeships and specialist providers
- Be strategically responsible for the More Able programme across the academy, ensuring students are well-prepared for a rigorous, academic sixth form experience
- Analyse student progress data, identify trends and implement effective interventions; report outcomes to senior leaders and key stakeholders
- Oversee pastoral care across HAWI6, including the design and delivery of a high-quality PSHE programme supporting personal development and wellbeing
- Monitor and improve attendance, punctuality, behaviour and dress code, ensuring consistently high expectations are maintained
- Lead on sixth form recruitment, promotion and external engagement, ensuring HAWI6 remains highly regarded and meets recruitment targets

Strategic Leadership & Whole-School Contribution

- Support the Principal in the strategic leadership, management and development of the academy
- Contribute to shaping and delivering the academy's vision, ethos and strategic priorities
- Play a key role in establishing policies and monitoring progress towards whole-school objectives
- Model exceptionally high expectations, setting aspirational targets for



Job Description

students and staff

- Lead on designated whole-school priorities, ensuring robust systems, implementation and impact evaluation
- Contribute to the effective management of the academy environment, including site and facilities

Teaching & Learning

- Take responsibility for the quality of teaching and learning within designated areas
- Maintain an accurate and informed view of standards through lesson observation, work scrutiny and curriculum review
- Ensure data is used consistently and effectively to inform teaching, identify underachievement and drive intervention
- Support subject leaders in curriculum planning, including schemes of work and medium- and short-term planning
- Develop and implement strategies to improve teaching quality and build advanced pedagogical practice
- Challenge underperformance and ensure effective support and follow-up leads to sustained improvement
- Act as a role model for outstanding teaching, learning and assessment

Staff Leadership & Development

- Lead and manage staff effectively, providing support, challenge, guidance and professional development
- Promote high levels of staff morale and a culture of continuous improvement
- Support the development of staff through coaching, training and performance management
- Contribute to procedures supporting underperformance, ensuring appropriate intervention and improvement
- Chair meetings as appropriate, ensuring clear communication, accountability and impact
- Provide professional references and performance information for staff where required

Teaching Responsibilities

- Undertake an appropriate teaching commitment as directed by the Principal



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- Plan and deliver high-quality lessons in line with academy expectations and curriculum policy
- Contribute to whole-school curriculum planning and development
- Assess, record and report on student progress, attainment and development
- Provide high-quality feedback and maintain accurate student records
- Create engaging and inclusive learning environments that meet a range of student needs
- Use a variety of teaching strategies to support and challenge all learners
- Ensure effective deployment of support staff within the classroom
- Maintain high standards of behaviour, punctuality and academic effort
- Contribute to the development of curriculum resources, schemes of work and assessment strategies
- Support the implementation of effective approaches such as Assessment for Learning and Behaviour for Learning

Operational Responsibilities

- Contribute to the effective day-to-day management of the academy, including the school environment, systems and routines
- Undertake the role of Duty Principal on a rota basis (typically once per week), taking responsibility for the safe, calm and effective running of the school on that day
- Support the implementation of behaviour systems and ensure a consistent, visible senior leadership presence across the academy

Academy Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the postholder.
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term.
- To participate in training and other professional development learning activities as required.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To support and attend academy events such as open evening.
- To promote actively the academy's corporate policies.
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate.
- To adhere to the academy's dress code.

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- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance ‘keeping Children Safe in Education and the academy’s Safeguarding Child Protection policies.
- To be aware of and comply with all the academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Disclaimer

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- Equal Opportunities
- Health and Safety
- General Data Protection Regulations (2018)
- Safeguarding children

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



Person Specification

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) or equivalent • Degree or equivalent • Evidence of sustained and relevant professional development, particularly in teaching, learning and leadership 	<ul style="list-style-type: none"> • Further Degree or Post-graduate Qualification • Leadership Qualification (e.g. NPQSL/ NPQH or equivalent)
Experience	<ul style="list-style-type: none"> • Evidence of outstanding teaching practice • Minimum of five years' successful teaching experience, including Key Stage 5 • Experience of working in a pastoral leadership capacity within a sixth form setting • Experience of leading or contributing to sixth form provision, including curriculum, pastoral systems or student outcomes • Experience of supporting students through post-18 pathways, including UCAS or equivalent application processes • Proven experience of leading, managing and developing staff and teams to secure high performance • Experience of monitoring teaching and learning (e.g. lesson observation, work scrutiny) and providing high-quality feedback • Strong experience of using data effectively to monitor progress, identify underachievement and implement impactful interventions • Experience of improvement planning, implementation and evaluation with measurable impact • Proven track record of raising student achievement and aspirations • Experience of curriculum development, including adapting provision to meet cohort needs • Experience of successfully leading or contributing to whole-school priorities or change initiatives • Evidence of contributing to high-quality teaching, learning and assessment across a department or school 	<ul style="list-style-type: none"> • Experience of leading a sixth form or significant aspect of post-16 provision • Experience of leading a More Able / High Prior Attaining students programme • Experience of working with governors or external stakeholders • Experience in more than one school context
Skills & Disposition	<ul style="list-style-type: none"> • Strong commitment to the academy's ethos of independence, integrity and resilience • Passion for post-16 education and a clear vision for an ambitious, inclusive sixth form • Ability to inspire high aspirations and motivate students to achieve ambitious progression outcomes • Excellent leadership skills, with the ability to influence, challenge and support staff at all levels 	

Person Specification

Area	Essential	Desirable
Skills & Disposition	<ul style="list-style-type: none"> • Highly effective organisational and time management skills, with the ability to manage multiple priorities • Excellent written and verbal communication skills, including with students, staff, parents and external partners • Strong analytical skills, with the ability to interpret data and translate it into effective action • Ability to maintain high standards of behaviour, professionalism and expectations across the academy • Resilient, proactive and solution-focused, with the ability to lead through challenge and change • Commitment to collaboration, staff development and continuous improvement • High levels of personal and professional integrity, acting as a role model for staff and students 	





An exceptional place to learn and teach



- 'Outstanding' (Ofsted 2023) secondary academy
- Brand-new building with state-of-the-art facilities
- Oversubscribed with waiting lists for entry into every year group
- We value our exceptionally dedicated and talented staff whose hard work enables our students to leave us academically successful, and as well-rounded individuals
- Our motto is '**make a difference**' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them

A dynamic, inclusive and supportive team

Harris Academy Wimbledon is the perfect place to kickstart your teaching career or build on your expertise and progress into leadership. We offer a unique and dynamic teacher-centred approach to professional development comprised of five pathways:



1 Instructional Coaching

Weekly
Peer-to-peer coaching for all teachers



2 Professional Development

Bi-weekly
From 'expert coaches' and external providers



3 Beginner Teacher Training

Weekly
Instructional coaching & Federation CPD



4 Subject-specific CPD

Weekly
Responsive to department priorities



5 Formal Accreditation

Ongoing
NPQs, Diverse Leaders Programme, part-funded masters

At HAWI we really take care of our staff



Performance & loyalty bonus



£1.5K HAWI allowance



Competitive pension



Cycle to work scheme



Interest-free ICT loan



Gym & leisure discounts



Comprehensive induction



Free counselling & advice



Flexible working



Priority admissions for children of HAWI staff



Interest-free season ticket loan



Sports and social activities

For a confidential discussion about this post with the Principal,
more information or to arrange a visit, please contact the school
on

0203 962 4300 or info@harriswimbledon.org.uk

Thank you for your interest in our school. We look forward to
receiving your application.

If you think a career with us is right for you, discover more at:

www.harriscareers.org.uk

