

Assistant Principal – Data and Assessment

Responsible to: Principal
Salary: L10-14 (Inner London)
Start date: 28th August 2025
Closing date: Thursday 15th May, 12 pm

(Interviews will be held during the week beginning on 19th May. However, the Trust reserves the right to interview and appoint a suitable candidate before the closing date.)

We are seeking to appoint an outstanding teacher and leader to drive academic excellence across the school. The role will focus on raising standards and improving pupil progress in Key Stages 3 and 4. It will involve the strategic use of assessment and data to monitor and evaluate academic performance, the implementation of effective teaching and learning strategies, and holding leaders accountable for student outcomes.

If you are energised by the prospect of making a real difference in our community, we want to hear from you.

About The Charter School Bermondsey

The Charter School Bermondsey is an Ofsted “Good” (2022), four-form entry, mixed, 11-16 free school that opened in September 2013. The school is in a new state-of-the-art building, just a stone’s throw from Bermondsey Underground and boasts fantastic spaces for staff and students. DfE school performance tables show a headline Progress 8 score of +0.08 in 2024, having previously achieved +0.29 in 2023

We support our staff with:

- Excellent opportunities for professional development including coaching and NPQs
- Providing a well-ordered working environment, including centralised detentions, so teachers can focus on teaching
- Regular opportunities for flexible working

The school is a member of The Charter Schools Educational Trust; home to seven Good and Outstanding schools including The Charter School North Dulwich, The Charter School East Dulwich & Charles Dickens Primary School.

NOTE: The Charters Schools Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be sought, vetting undertaken and the successful applicant will need to undertake an enhanced Disclosure & Barring Service (DBS) check.

Job Description

In choosing successful candidates, the panel will be seeking excellent classroom teachers with the ability to embrace and deliver the vision of the Charter Schools Educational Trust, with the aim of establishing The Charter School Bermondsey as the most sought-after school in the Borough.

Role-specific role responsibilities

- Drive the school's vision for academic excellence, with a focus on raising standards and improving outcomes across Key Stages 3 and 4.
- Lead the strategic use of pupil data to monitor progress, evaluate interventions, and ensure high expectations for student achievement.
- Champion innovative, evidence-based teaching practices, ensuring curriculum implementation and impact are aligned with raising standards.
- Implement and maintain robust systems for tracking, monitoring, and evaluating pupil progress in Key Stages 3 and 4, providing insightful data reports to relevant stakeholders.
- Establish innovative data practices to identify areas for development and inform effective intervention strategies.
- Communicate a compelling vision for outstanding academic outcomes.
- Contribute to the whole school development plan, prioritising academic improvement based on rigorous data insights.
- Monitor and report on the impact of data-driven strategies on academic delivery and pupil progress to the Principal, SLT, governors, teaching colleagues, parents, and outside agencies.
- Lead and deliver CPD for staff on the effective use of data to enhance teaching, learning, and assessment practices.
- Model excellence in data-informed teaching and learning best practice, providing opportunities for colleagues to observe effective strategies for raising standards.
- Mentor and coach colleagues to ensure high learning standards are developed and maintained.
- Collaborate with leaders to embed data-driven strategies for academic excellence, ensuring alignment with the wider school vision.
- Lead academic quality assurance, using data to identify areas for improvement and implement effective processes to raise standards.
- Be adaptable as roles and responsibilities within the Senior Leadership Team rotate as required to meet the needs of the school.

All members of the Charter School staff are expected to:

- Support the Principal and Trustees in delivering the educational vision of the Charter Schools Educational Trust.
- Work towards and support the school's vision and objectives outlined in the school development plan.
- Communicate Charter Schools Educational Trust values, aims, policies and plans to staff, students and parents.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of corporate responsibility for the outcomes of pupils at Charter School Bermondsey.
- Comply with and support at all times the school's policies and procedures on safeguarding.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.

- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders.
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Be proactive in ensuring appropriate allocation of resources and evaluate against outcomes.
- Undertake other reasonable duties related to the role as required from time to time.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and internationally.
- Represent the school at marketing and other external events.
- Engage actively in professional development for yourself and colleagues.
- Carry out any other duties commensurate with the role as directed by the Principal.

Leadership

- Lead by example, providing inspiration and motivation, and embody stakeholders and wider community, the vision, purpose and leadership of the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Provide leadership that secures the delivery of high standards and attainment for all students and be responsible for the organisation, management and control of your classes.
- Monitor, evaluate and intervene to ensure all students are working towards making expected progress.
- Encourage interaction and teamwork within and between teams, sharing ideas and new initiatives identifying new ways of delivering pastoral provision and contributing to wider CPD opportunities for staff.
- Challenge staff under-performance at all levels and ensure corrective action and follow up.
- Plan, chair and organise meetings as appropriate and as scheduled.
- Carry out any other reasonable duties and specific school-wide tasks as directed by the Principal.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Develop and promote the use of standard lesson planning and scheme of work templates, monitoring their use across the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Contribute to the department programme/curriculum i.e. curriculum, standards, target setting, assessment and reporting.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.

- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Achieve a harmonious and supportive community through effective relationships with staff and students.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate the school's values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with stakeholders to ensure accountability for your work.
- Help to ensure that good communications are maintained throughout the school.
- Ensure that parents and students are well informed about curriculum, attainment and progress and are able to understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and internationally.
- Represent the school at marketing and other external events.

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Significant experience of secondary education • Proven record of outstanding teaching and achieving excellent outcomes for students • Proven ability to develop high quality systems and structures that impact on pupils' academic outcomes • Articulating and implementing a vision for how outstanding academic outcomes can be achieved • Experience of successful intervention models • Successful experience of monitoring and target setting to improve outcomes • Experience in school self-evaluation • Understanding of different models of support for students with additional learning needs • Effectively narrowed the gap between disadvantaged and other students • Leading effective teams and delegating with accountability • Evidence of successfully using coaching and/or facilitation skills to bring about sustainable school improvements • Commitment to safeguarding and promoting the welfare of children and young people 	<ul style="list-style-type: none"> • Experience of working in a school in an urban environment

Education & Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified to degree level • Teaching qualification • Right to work in the UK • Leadership development CPD 	<ul style="list-style-type: none"> • Higher qualification (E.g. MA, NPQ)
Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Able to make judgements about the quality of provision in whole school areas • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Desire to go “above and beyond” in improving outcomes for young people • Excellent personal ICT skills • Ability to analyse and respond strategically to data and adapt reports to different audiences • Understanding of the Ofsted framework and its implications for schools • Ability to motivate and inspire colleagues and pupils to be the best they can be • A strong visible presence within the school, supporting staff and students to maintain excellent levels of behaviour 	

NOTE: This post is subject to an enhanced DBS check.