



Yate Academy

YATE ACADEMY

RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST

Yate Academy,
Sundridge Park
Yate
BS37 4DX



Telephone: 01454 333560

Email: info@yateacademy.co.uk

Dear Candidate

Thank you for your interest in the role of Associate Assistant Headteacher at Yate Academy. We are looking for an exceptional middle leader who is looking to take that next step and join our Senior Leadership Team. For a number of years the Mathematics department at Yate Academy has been amongst the highest performing in the country for progress at Key Stage 4. Since opening our Sixth Form this year we have been extremely excited to welcome 24 A-level Mathematics students and 4 Further Mathematics students into year 12. We are looking for an inspirational candidate who can help the department continue its success at Key Stage 4 and replicate this in A-Level Mathematics and Further Mathematics. Alongside their work with the Maths department the successful candidate will join all senior leadership meetings and will have the opportunity to lead on a whole school area. You will be an exceptional teacher of all key stages with an unwavering drive to ensure that every child achieves the very best outcomes no matter their individual circumstances. If this sounds like you, we want to hear from you.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. At Yate Academy we firmly believe in disruption free learning and in fostering an environment where all children are able to learn and all teachers are able to teach. We believe our students deserve the highest expectations and high quality teaching is central to everything we do. As such all staff have dedicated intellectual preparation time as part of their allocated contact time. This deliberately facilitates the sharing of knowledge, best practice and planning.

We also understand the pressures on school staff and the lack of flexible working options in many schools compared to other industries. As such every member of staff is allocated one afternoon every two weeks (pro rata) as flexible working time. If you are a diligent professional with high standards who values exceptional student behaviour and a workplace which truly prioritises learning then please get in touch.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we

serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yate Academy is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Kariann Pickford:

KPickford@yateacademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Eddie Rakshi, Headteacher

ABOUT OUR SCHOOL

At Yate Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Yate Academy a better chance of success than if they attended any other school in the country.

Leadership, resilience & citizenship run through all aspects of school life.

Leadership

We set a high standard, we set the standards for others. We lead by example; we lead the way.

Resilience

We work hard. We never give up , we keep going and never give up.

Citizenship

We are kind, polite and honest. We make a positive impact on others. We make a positive contribution to our school community.

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with the Leadership Pay Range (L5-L9 £57,137 - £63,070). There may be an additional allowance available for an exceptional candidate.

HOURS OF WORK

32.5 hours per week

PLACE OF WORK

Yate Academy, Sundridge Park, Yate, BS37 4DX.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Associate Assistant Headteacher - Maths Specialist
Responsible to:	Assistant Headteacher
Responsible for:	One or more middle leaders and whole school areas in discussion with Headteacher

ROLE OVERVIEW

This leadership position is open to dynamic, inspiring, and outstanding middle leaders who have a proven track record of raising standards in Maths. The role requires strategic thinking and an ability to lead from the front, whilst offering challenge and support to all stakeholders.

The successful candidate will:

- Demonstrate a passion for traditional education and believe that there is no ceiling on what children can achieve in the right conditions;
- Assess their approach and style and challenge themselves to think differently about how to best align their leadership to the needs of the school;
- Have the ability to empower and motivate staff;
- Be firmly aligned with the school's ethos and approach;
- Take responsibility for their remit area with tenacity and dedication;
- Have successful experience as a middle leader in Maths with a proven track record of success.

Key purpose: with the Headteacher and Leadership Team:

- Share in the implementation of school policies.
- Share in the responsibility for decision-making and strategic planning, under the guidance and support of the Senior Leadership Team as a whole.
- Work with the SLT to maintain an ethos of extremely high expectations of staff and students.
- Take full accountability for a specific key strategic area.
- Manage staff and resources as directed
- Monitor progress towards the achievement of aims and objectives
- Be a highly visible presence in lessons and social times around the school and model expectations of staff and students.
- Lead the Maths department.

Duties and responsibilities:

1. Leadership

Under the direction of the Headteacher, working collaboratively across the Senior Leadership Team:

- Support the Headteacher and Leadership Team in the day-to-day management of the school.

- Communicate the school's vision with all stakeholders.
- Lead by example, focusing on providing excellent education for all students.
- Lead on a particular whole-school strategy/school improvement area.
- Build positive relationships with all members of the school community.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet your own needs.

2. Managing staff

Under the direction of the Headteacher, working collaboratively across the Senior Leadership Team:

- Assist with the selection and recruitment of new teaching staff.
- Manage middle leaders and others, including carrying out PMDRs, providing professional development opportunities, and holding staff to account to their performance, the responsibility level and/or number of middle leaders managed will be smaller/fewer than that of an Assistant Headteacher.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge.
- Commit to their own professional development, proactively identifying development opportunities.

Modelling best practice for teachers

- Demonstrate excellent performance against the teacher's standards and the Greenshaw Learning Trust Principles of Teaching.
- Contribute to the development of teaching and learning by sharing effective practice, working in partnership with others including other schools and promoting innovation.

Systems and processes

Under the direction of the Headteacher, working collaboratively across the Senior Leadership Team:

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose.
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding pupils and extremely high expectations of exemplary behaviour.
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and expecting excellent practice.
- Work with the governing board as appropriate
- Support distribution of leadership throughout the school

Safeguarding Children

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change. The post holder will carry out any reasonable task as directed by the Local Governing Body, Headteacher or the GLT Director of Secondary Education.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good Hons. Degree	x	
Qualified Teacher Status	x	
Willingness to undertake further CPD	x	
Higher qualification in education &/or management		x
Experience		
Experience of successful middle leadership	x	
Developing and implementing strategies for raising standards and achieving excellence for students, staff and self school development planning and evaluation	x	
Data analysis and target setting; using evidence-based information about effective learning and assessment for learning identifying and implementing effective strategies for improving attainment	x	
Successful experience teaching Mathematics from Key Stages 3 - 5	x	
Excellent classroom practitioner	x	
Personal & professional qualities and attributes		
Provide strategic and creative leadership to maintain and develop a School vision with quality learning for all at its centre	x	
Work in partnership with the Leadership Team to take the school forward	x	
Lead by example and aim to inspire, motivate, influence and empower staff and students through personal commitment, maintain and develop our ethos of diversity, inclusivity and equality of opportunity	x	
Set priorities and agree and achieve ambitious goals and targets	x	
Work collaboratively with others, delegating appropriately	x	
Create an environment in which staff accept their responsibility for students' learning outcomes	x	
Seek and act on, feedback from others, including colleagues and governors	x	
Build and maintain effective relationships and communicate appropriately with governors, staff, students and parents	x	

Demonstrate emotional resilience, stamina, empathy and flexibility when dealing with challenge	x	
Professional knowledge & learning		
Whole school teaching and learning	x	
Curriculum developments and design in all key stages	x	
Current educational issues, including national policies, priorities and legislation	x	
Effective strategies for maintaining and developing high standards of attainment, behaviour and attendance principles and practice of educational inclusion, diversity and access	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **9am on 17th October 2025**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held shortly after the closing date. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post in January 2026



GREENSHAW
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