



ASSOCIATE LEADER/TRUST ASSISTANT HEADTEACHER:	Role reports to: Headteacher
Grade of post: Leadership Scale: 1 – 5	
Purpose of the role:	
<ul style="list-style-type: none"> • To provide exceptional teaching and professional, collaborative leadership to motivate and inspire colleagues to further develop teaching and learning within the school. • To promote a lively, welcoming and effective teaching and learning atmosphere and recognise the value and potential of all pupils. • To support the school in securing effective educational outcomes for all pupils and driving the continuous improvement of teaching and learning and the curriculum. 	
Job Description - Accountabilities:	
<p>These may be modified by the Headteacher/Deputy CEO, with your agreement, to reflect or anticipate changes in the post, legislation or needs of the school and Trust:</p> <ul style="list-style-type: none"> • To demonstrate outstanding teaching and act as a pace setter to other staff modelling innovative and effective learning and teaching strategies in own classroom practice • To ensure all staff understand, and are actively implementing, the key aspects of the Trust and academy’s policies. • To carry out administrative and organisational responsibilities to co-ordinate Academy Improvement Plan initiatives and other events, ensuring smooth running of these by maintaining good communication at all levels. • To support the Headteacher in the appointment, deployment and development of staff to make the most effective use of their skills, • To support the Headteacher in self-evaluation and academy improvement processes. • To lead the development of a key curriculum subject across the academy; monitoring and evaluating the quality of education and achievement accordingly. • To have an overview and be involved in the monitoring of the curriculum, quality of learning and teaching and pupils’ achievements across the school including the analysis of data identifying any areas for further development, coaching and team teaching to promote improvement in the quality of teaching. • To lead the analysis of assessment information and use this with information about pupils’ prior attainment to establish benchmarks, set targets for improvement, devise and implement action plans and in partnership with the Headteacher. • To play an active part in leading Pupil Progress Meetings following the analysis of assessment information. • To work collaboratively the Headteacher by strengthening leadership capacity in order to drive school improvement at pace. • To play a lead role in developing school and Trust wide policies using evidence from research as a basis for implementation. 	

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • First degree in subject specialism or equivalent • Qualified Teacher Status 	<ul style="list-style-type: none"> • Completed leadership qualification (NPQ or equivalent)
Experience & Knowledge	<ul style="list-style-type: none"> • At least 3 years' teaching experience • At least 2 years subject leadership experience or equivalent • Clear evidence of having raised standards of achievement as class teacher • Successful experience of curriculum development • Experience of setting specific targets and managing improvement or more widely • Experience of leading staff professional development • Strong knowledge of the national curriculum programme of study for the core subjects • Evidence of being an outstanding teacher 	<ul style="list-style-type: none"> • Evidence of having supported other staff in a coaching or mentoring capacity • Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to the core subjects, including latest inspection and research findings
Skills & Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver effective training and development programmes which meet identified needs within the academy • Excellent ICT skills • Strong communication and interpersonal skills • A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets • An ability to work flexibly and a drive to achieve the best possible outcomes 	<ul style="list-style-type: none"> • Good influencing/ negotiating skills • Capacity for future promotion
Trust Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Trust's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards a safe & protective environment • Empathy with the aims and objectives of Enhance Academy Trust • Willingness to continue professional development • Commitment to maintaining high standards & expectations • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	