



Job Title: Assistant Head Teacher

Responsible to: Head Teacher

Salary: Leadership Scale 5-9 (£57,137 - £63, 070)

Contract Type: Permanent / Full Time (up to 0.6 teaching commitment)

Start Date:

Purpose of the Role

The Assistant Head Teacher will play a key role in the strategic and operational leadership of the school, supporting the Head Teacher and Deputy Headteacher in delivering high-quality education for all pupils. This role includes specific leadership of a core subject, Deputy Designated Safeguarding Lead (DDSL), and lead for Behaviour. The post also includes up to a 0.6 teaching commitment.

Key Responsibilities

Strategic Leadership

- Work closely with the Head Teacher and the Deputy Headteacher to drive school improvement priorities.
- Support the creation and implementation of the school's vision, values, and strategic direction.
- Model professional standards and promote a positive, inclusive school culture.
- Support the Head Teacher and the Deputy Headteacher in leading staff appraisal as required, monitoring, and professional development.
- Provide coaching, mentoring, and professional development opportunities for staff.

Leadership of a core subject

- Lead the strategic development, implementation, and evaluation of a core subject curriculum across the school.
 - Promote a culture of high expectations and excellence.
 - Monitor teaching and learning, providing feedback, support, and professional development to staff.
 - Lead the development of high-quality provision for pupils with English as an Additional Language (EAL).
 - Work collaboratively with teachers and support staff to ensure that pupils with EAL are effectively supported in developing vocabulary, comprehension, and confidence in spoken and written English.
 - Support the Deputy Headteacher in ensuring Oracy strategies are consistently applied and that standards in spoken language are high.
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Behaviour Leadership

- Lead the development and implementation of the school's behaviour policy and systems.
 - With the SENCO, lead the Pastoral Team and support the staff in the effective implementation of the school's behaviour policy.
 - Monitor behaviour across the school, ensuring consistency, fairness, and high expectations.
 - Promote pupils' social, emotional, and personal development, including Trauma Informed Attachment Aware approaches.
 - Engage with parents and carers in supporting positive behaviour and attendance.
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Parental Engagement and Community Partnerships

- Lead the strategic development of parental engagement, ensuring parents and carers are active partners in their children's learning and well-being.
 - Strengthen relationships between school and home, promoting a culture of openness, trust, and shared responsibility for pupil progress.
 - Plan, coordinate and oversee key school events involving parents, including curriculum evenings, workshops, open days, transition events, celebrations, and community gatherings.
 - Work collaboratively with staff to ensure high-quality parental engagement activities, supporting colleagues to involve families meaningfully in learning and school life.
 - Analyse and monitor parental participation data to improve engagement strategies and remove barriers for disadvantaged or underrepresented families.
 - Champion inclusivity, ensuring communication and ensure that events are accessible to all families (e.g., through varied formats, translation support, and flexible timings).
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Teaching Commitment (up to 0.6)

- Teach as required by the Headteacher, demonstrating exemplary classroom practice.
 - Contribute to a rich and engaging curriculum that promotes progress and enjoyment for all pupils.
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General Responsibilities

- Promote and safeguard the welfare of pupils at all times.
 - Uphold the school's policies on behaviour, inclusion, and equality.
 - Participate in and contribute to staff meetings, professional development, and school events.
 - Undertake any other duties reasonably requested by the Head Teacher.
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Person Specification (Summary)

Essential:

- Qualified Teacher Status (QTS)
- Proven track record of outstanding classroom practice
- Successful experience in leading a subject or whole school development
- Experience of mentoring or coaching colleagues
- Strong interpersonal and communication skills
- Commitment to inclusion, equity, and safeguarding

Desirable:

- Experience of middle or senior leadership
- NPQ (or willingness to undertake)