



Job Title: Assistant Headteacher - School Improvement

Pay Scale: L12 -16 £72,009 - £79,157 (FTE) Outer London

Role and Purpose

The Assistant Headteacher - School Improvement will lead, coordinate and drive school improvement activity across The Success for All Educational Trust and in collaboration with Trust Leaders and outreach schools. This role involves flexibility to work across multiple settings within the Trust, delivering sustained improvement activity and building capacity in partner schools and could involve working with primary and secondary colleagues.

Working under the direction of the Trust School Improvement Partners, the postholder will secure high-quality teaching, curriculum implementation and measurable improvements in student outcomes. This role is pivotal in translating each schools' vision and values into classroom practice and whole-school strategy, ensuring that all students benefit from a rigorous, inclusive and ambitious education.

The postholder will:

- Lead evidence-informed approaches to raising standards of teaching and learning across the school and within Trust outreach settings.
- Support strategic planning, school self-evaluation and targeted school improvement interventions.
- Model and develop excellent pedagogy and coaching for colleagues, including early career teachers (ECTs).
- Be flexible to work across multiple settings within the Trust to share expertise, support improvement and build capacity.

Key Responsibilities and Duties

Strategic Leadership and School Improvement

- Supporting and monitoring the school improvement plan in line with the schools' vision and values.
- Contribute to improvement strategies to raise attainment, narrow gaps and improve outcomes for all groups of students.
- Support school self-evaluation, use robust data analysis to identify priorities



Teaching, Learning and Curriculum

- Improve teaching and learning through evidence-informed pedagogy, curriculum coherence and assessment practice.
- Support curriculum and pedagogical priorities and ensure consistent implementation across key stages and departments.
- Model outstanding classroom practice and provide high-quality, focused coaching, CPD and lesson study activities for staff.
- Ensure assessment systems are valid, reliable and used to inform teaching, interventions and student feedback.
- Contribute to preparing students for external examinations and transitions. This will involve teaching in your specialist subject at one of the schools in the Trust, based on need.
- Evaluate and report on the effectiveness of responsibility areas, suggesting areas and strategies for improvement.

Professional Development and Staff Development

- Support the development, induction and mentoring of staff, with particular emphasis on ECTs and early career provision.
- Design and deliver bespoke professional development programmes linked to school improvement priorities and staff appraisal objectives.
- Line manage responsibilities as required.
- Identify and disseminate excellent practice across the school and Trust.

Other Responsibilities

- Contribute to faculty reviews, school development plans, formal reports to governors.
- Being a role model for both students and staff and being a presence around the school
- To carry out such duties as may be reasonably required by the Trust School Improvement Partners.
- To take appropriate action to identify and minimise any risks to health, safety and security in the immediate working environment.
- To work in accordance with the values of the school particularly with regard to promoting positive attitudes towards tolerance and respect for other people.
- To work in accordance with school policies and procedures as identified in the staff handbook and school policy folder.



- Be flexible in approach to working and uphold the policies and practice of the school.
- To be aware of and assume responsibility for appropriate levels of safeguarding and promoting the welfare of children and to report any concerns in line with the safeguarding policies.

Professional Attributes

- A passion for teaching and learning
- The ability to consistently model the values and ethos of the schools
- Effective communication with all stakeholders
- A commitment to achieving the best for young people regardless of their social background and circumstances.
- Resilience and optimism in the face of challenges.
- Integrity.
- Attention to detail.
- Decisiveness, consistency and an ability to focus on solutions.
- Courage and conviction.
- Ability to deliver a consistent approach with regards to discipline.
- Stamina to cope with the role.
- A good sense of humour.
- Demonstrating a commitment to quality in every aspect of school life; being prepared to “walk the extra mile” without having to be asked to do so.

All responsibilities are subject to change at the direction of the School Improvement Partners

The Success for all Educational Trust is committed to safeguarding and promoting the welfare of children and young people. All Adults who work at the school must share this commitment to young people.



Person Specification

Success For All Educational Trust Person Specification ASSISTANT HEADTEACHER - School Improvement

SKILLS and ABILITIES	ESSENTIAL	DESIRABLE	ASSESSED BY
The ability to lead and manage teams effectively and efficiently and work with other professionals and agencies	✓		Interview
Ability to implement new ideas and to evaluate their effectiveness	✓		Interview
Communication skills, oral, written and presentational to a variety of audiences	✓		Application & Interview
Proficiency in the use of ICT and the software programmes used in school	✓		Application
The ability to lead, model and manage positive behaviour, good order and assertive discipline in the school	✓		Application & Interview
The ability to analyse data and to use it to evaluate performance	✓		Application & Interview
KNOWLEDGE			
Up to date knowledge on effective pedagogy	✓		Application
Knowledge of statutory requirements of National Curriculum	✓		Application
How to lead curriculum development and manage innovation and change	✓		Application & Interview
Know how to use information and data to set targets, raise attainment and achievement	✓		Interview
How Young People can be motivated to meet or exceed expected levels of attainment	✓		Application & Interview
How ICT can be used effectively to enhance learning	✓		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum	✓		Application & Interview
How to manage Health and Safety Policy and promote and safeguard student welfare	✓		Application & Interview
How to manage equalities and inclusion policies and how these are implemented in schools	✓		Application & Interview
Knowledge of the professional standards for teachers and their role in planning Performance Management	✓		Application & Interview
QUALIFICATIONS			
Qualified Teacher Status	✓		Evidence of qualification
Successful teaching experience, including in middle management position(s) or a successful Fast Track progression route	✓		Application
Evidence of relevant continuing professional development	✓		Application