



THE DEAN ACADEMY

Preparing you today for a successful tomorrow



ASSISTANT HEADTEACHER





Assistant Headteacher
Leadership Point 11 – 14 (£63,815 - £68,586)
Start Date: Easter/September 2025

Permanent post. (Flexible working applications will be considered).

This is an exciting opportunity for an aspirational and inspirational leader to join our Senior Leadership Team here at The Dean Academy.

The Dean Academy is an 11-16 school with approximately 750 students on roll in Lydney, in the beautiful Forest of Dean. The number of students is expected to increase to almost 900 from 2025. As a local and fully comprehensive school, The Dean Academy is part of the highly successful Athelstan Trust. We are a school that has been on an incredible journey of rapid improvement and were judged as “good in all areas” in September 2021. Our academic outcomes have improved significantly in the last 3 years, with students now achieving above national progress for the past 2 years. The successful candidate will share the drive and ambition of our dedicated staff in continuing this community of transformation and will be keen to deliver exceptional education in a “school where students thrive” (Ofsted, 2021).

The successful candidate will work closely with the other members of the Senior Leadership Team and specific areas of responsibility will be dependent upon the skills and experience of the successful candidate. The successful applicant must be willing to work hard, leading and inspiring colleagues and making decisions that ensure we sustain the trajectory of rapidly improving GCSE outcomes and destinations for the young people we serve, whilst simultaneously supporting their personal development and providing a high quality of experience during their time as a TDA student.

The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. If successful in being called for interview, all candidates are expected to apply for an enhanced DBS before appointment is confirmed. References will be sought for shortlisted candidates before interview. Please be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

If you would like to have an informal discussion about the post this can be arranged. A visit to our school and an opportunity to meet our children and staff is the best way to find out more about us and whether this could be the post for you. If you would like a visit to school, please contact Theresa Whatley, Headteacher’s PA, directly.

Closing Date: Friday 10th January 2025, 12 Noon

Interviews week beginning: 20th January 2025

Applications will be considered as they are received; we reserve the right to make an appointment prior to the closing date.





Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

Discounts at local gyms





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of five secondary schools in Wiltshire, Gloucestershire and South Gloucestershire. From April 2023, we are excited to welcome 2 primary schools and this will further enrich our collaborative strengths. Established in 2015, The Athelstan Trust aims to achieve the best for, and from, each child. We intend to enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your

Best wishes,

Tim Gilson

Chief Executive Officer

The Athelstan Trust





Dear Candidate,

Thank you for the interest you have shown in joining our school community here at The Dean Academy as Assistant Headteacher. We are one of the most improved schools in the South West and we are driven by becoming the outstanding local school of choice for all families and staff. Situated close to the border of Gloucestershire and Monmouthshire in an area of outstanding natural beauty, we are looking to appoint a leader who is highly effective, resilient, and motivated.

I was appointed as Headteacher in September 2024 and this post presents an opportunity to join a newly structured, ambitious, strategic and forward-thinking Senior Leadership Team in a school that has seen a sustained improvement in academic outcomes over the last 3 years. This improvement in outcomes, alongside an ever-increasing rich extra-curricular offer means that the school has expanded rapidly. This dramatic increase in scale brings a range of opportunities for everyone involved in our community and it is a very exciting time to be thinking about joining our organisation. This role has an open remit, with the role being centred around the expertise of the successful candidate, and we look forward to hearing from you if you think you have something special to bring to a school “where pupils thrive”.

If you choose to join our team and work with us at The Dean Academy we can offer:

- An exciting career in a rapidly improving, highly ambitious workplace
- The chance to join an incredibly supportive group of colleagues, leaders, local governors and Trust leaders
- A personalised coaching programme so you can fulfil your potential as a teacher / leader
- The opportunity to work collaboratively within The Athelstan Trust
- An opportunity to work within our truly comprehensive school and become an integral part of the school and local community

Please feel free to contact the school for a tour as you consider your application, and we look forward to meeting you!

Hannah Rowlands
Headteacher





ASSISTANT HEADTEACHER
JOB DESCRIPTION

Title	Assistant Headteacher
Grade of Post	
Status of Post	This is a senior post within the school’s staffing structure, which carries with it membership of the Senior Leadership Team. This post holder is accountable to the headteacher and will be required to fulfil any reasonable expectations of the headteacher. Other specific areas of responsibility will depend on the skills and experience of the successful candidate and the balance of the current leadership team.
Job Purpose	The post will require you to work in partnership with the headteacher, governors and staff to ensure the continuous improvement of the school.
Reporting to	The post holder is responsible to the headteacher in all matters. The post holder is also expected to interact with and lead colleagues on a professional level in order to promote a mutual understanding of the school’s vision and values. The post holder will be expected to network and liaise effectively across the full range of external providers, schools, community and coordinator networks, to ensure a consistency of approach regarding standards, support, transition and high-quality learning and teaching.
Main Expectations of the role (specific areas of responsibility to be assigned based on skills and experience of successful candidate)	
<p>1. Shaping the Future:</p> <ul style="list-style-type: none"> • support the headteacher and governors in establishing a vision for the future of the school demonstrating inspirational leadership and creativity • play a leading role in the school improvement planning process, taking account of the school’s agreed priorities and how these link with National and local initiatives • contribute to the identification of key areas of strength and weakness in the school • work to a high standard on implementing agreed policies, priorities and expectations, so as to set a good example to other colleagues • promote a culture of teamwork, in which views of all members of the school community are valued and their views and needs taken into account 	





2. Supporting Learning and Teaching:

- working with colleagues to promote professional development across the school
- contribute to target setting including statutory procedures and targets for individuals and groups throughout the school
- provide training for staff on improving learning and teaching
- support existing and contribute to new strategies to promote high standards of behaviour
- contribute to the development of a broad and rich curriculum which meets the needs of the range of students in the school
- monitor and evaluate classroom practice
- provide support for colleagues in improving their classroom practice

3. Developing self and managing others:

- Promote a positive culture through implementation of our behaviour procedures
- promote and safeguard the safety and welfare of children and young people
- contribute to the school ethos of where the high expectations of students, staff and parents result in the full achievement of individual potential
- support the development of collaborative approaches to learning within the school and beyond
- set high expectations for your own performance and that of others
- engage in relevant professional development activity as necessary.
- aspire to headship

4. Managing the organisation:

- contribute to regular school self-evaluation to ensure that it meets statutory requirements
- develop action plans in specified areas of responsibility, in order to bring about improvements
- contribute to the planning process for the distribution of resources, to ensure that they meet the schools identified priorities
- contribute to regular evaluation of the impact of the use of resources in relation to the quality of students' education and value for money

5. Securing Accountability:

- support the governing body in meeting its responsibility to account for the performance of the school
- work alongside the headteacher to secure improvement through appraisal, taking responsibility for the review of identified staff
- support staff in understanding their own accountability
- contribute to the reporting of the school's performance to parents, carers, governors





and other key partners

6. Strengthening Community:

- contribute to the development of the school within the community, strengthening partnerships with other schools and services
- represent the school on some community groups/boards
- gain a thorough understanding of the nature of the school community
- contribute to policies and practices which promote equality of opportunity and tackle prejudice
- contribute to the development of a curriculum which provides students with opportunities to enhance their learning within the wider community
- promote and model good relationships with parents, which are based on partnerships to support and improve student achievement
- contribute to the personal development of all students





**ASSISTANT HEADTEACHER
PERSON SPECIFICATION**

Attribute	Essential qualifications; experience; ability, skills and knowledge; personal skills and qualities; education philosophy and safeguarding that candidates must have prior to application
Qualifications and Training	Qualified Teacher Status Degree
Experience	<p>Current or recent leadership in a significant whole school capacity e.g:</p> <ul style="list-style-type: none"> • academy development planning and evaluation • raising standards • behaviour and culture • strategic policy development and implementation • initiating and managing successful change with identifiable success criteria that were achieved • effective team leadership • assessment, data analysis and target setting <p>Experience of teaching in more than one secondary school/academy</p> <p>An exceptional teacher</p> <p>Demonstrable impact and evidence of school improvement work</p> <p>Significant evidence of supporting colleagues to improve their teaching so that student progress is consistently good or better.</p>
Ability, Skills & Knowledge	<p>Candidates should be able to demonstrate excellent knowledge and understanding of:</p> <ul style="list-style-type: none"> • current educational issues, policies, including national policies, priorities and legislation • curricular, teaching, learning and assessment issues and strategies • strategic planning and academy improvement management • the management of staff, including professional development • strategies for strengthening academy links with the community, relevant bodies, e.g. universities, research etc • resource and financial management, including the link between budget and the





	<p>department development plan</p> <ul style="list-style-type: none"> the appraisal process to raise standards and the quality of teaching and learning <p>Ability to work effectively with students; staff; parents; Governing Body; The Athelstan Trust; the community.</p>
<p>Personal Skills and Qualities</p>	<p>Candidates should be able to provide evidence that they are able to:</p> <ul style="list-style-type: none"> build and maintain effective relationships think creatively and strategically to resolve issues and formulate plans inspire, challenge, motivate and empower others demonstrate effective teamwork skills demonstrate personal enthusiasm and commitment prioritise, plan, delegate and organise themselves and others show entrepreneurial drive foster an open, fair and equitable culture manage conflict have strong analytical skills to help the academy with its self-improvement have high levels of commitment, enthusiasm and motivation communicate effectively have a good sense of humour
<p>Education Philosophy</p>	<p>Commitment to</p> <ul style="list-style-type: none"> comprehensive education the school's core values be involved in the full life of the academy including events and extra-curricular activities
<p>Safeguarding</p>	<p>Committed to promoting and safeguarding the welfare of students.</p>

