

Application Pack

**Associate Assistant
Headteacher -Teaching
Development &
Coaching**

Full time

Start date:
1st September 2026

Application closing date:
Wednesday 20th May 2026
12 noon

Interview date:
Friday 22nd May 2026



Welcome to our school

Dear Applicant,

Thank you for expressing an interest in a vacancy at Derby Cathedral School. On behalf of the whole school community, I extend you a very warm welcome.

I am delighted to welcome you to Derby Cathedral School, where I am proud to serve as Headteacher. Our school is a vibrant, values-led community built on high expectations and a belief that every child can achieve remarkable success. Inspired by John 10:10 - "I have come that they may have life, and have it to the full", we are committed to ensuring our students experience life in all its fullness.

Learning here is shaped by both rigour and joy. Through our FAITH values, we set ambitious standards for behaviour and academic achievement, knowing that with clear structure, dedication, and support, every student can excel. Alongside academic challenge, we nurture character - fostering curiosity, resilience, and integrity so that our students grow into capable and compassionate contributors to society.

Our aim is simple: to help every young person flourish - academically, personally, and spiritually so they leave us with the knowledge, character, and confidence to shape their world for the better.

Derby Diocesan Academy Trust (DDAT) are committed to Safer Recruitment practices and use a variety of methods throughout the selection process to ensure we are satisfied with candidate's suitability working with children within our schools. Upon offer of employment, we will apply to the Disclosure and Barring Service (DBS) for an enhanced disclosure which will give details of a person's criminal record.

Please also note that if you have lived anywhere outside of the UK since the age of 18, you will require a certificate of good conduct from all the countries of residence.

Please do take some time to read the key information below about our vision for the school and this post. Further, more detailed information can be found on our school website.

The next few years will be a very exciting time as we grow and develop together and we are looking for staff with a flexible approach and a desire to be part of an excellent new educational provision.

Andy Brown
Headteacher

School Vision



Derby Cathedral School is a Christian community that welcomes students, families and visitors of all faiths and none. The diversity and richness of such a family brings depth and a vibrancy to our core.

Students of Derby Cathedral School are given every opportunity and challenged to be the best that they can be, demonstrating FAITH in all they do.

- **Fellowship** Collaborating with others, we treat everyone with respect, dignity and kindness.
- **Aspiration** We are ready to learn and grow, striving to be the best that we can be in every aspect of our lives.
- **Integrity** We demonstrate fairness, equality and honesty.
- **Tenacity** We are determined and resilient when faced with challenges.
- **Humility** We are gracious, calm and understand the importance of forgiveness.

All students will be well prepared for their next step into future education, training and employment. They will be happy, healthy, confident, life-long learners who 'experience life in all its fullness'

(John 10:10)

Job Description

Job Details

Job title: Associate Assistant Headteacher- Teaching Development & Coaching

Reports to: Deputy Headteacher (Curriculum & Outcomes)

Hours of work: Full time

Salary: Leadership scale points L10-L14 £64,691 to £71,330

Job purpose:

- To support the Headteacher and Deputy Headteacher in securing the highest quality of education for all students through leading professional development, instructional coaching and teaching quality across the school.
- The post holder will provide strategic leadership of teaching and learning, ensuring that curriculum intent is consistently translated into excellent classroom practice. They will play a key role in building a culture of continuous professional growth, instructional consistency and high expectations for all.
- The role contributes to the wider strategic leadership of the school and supports the delivery of the School Improvement Plan in line with the Trust's vision and values.

Main duties/responsibilities

Leadership

- Provide strategic leadership for teaching and learning across the school.
- Support the Headteacher and Deputy Headteacher in maintaining high standards and expectations.
- Contribute to whole-school self-evaluation, improvement planning and quality assurance systems.
- Lead by example, modelling excellent teaching and professional practice.
- Ensure the school's Christian ethos and FAITH values underpin all work.

Teaching Development & Professional Learning

- Implement and evaluate a coherent whole-school CPD programme.
- Lead the development of an instructional coaching model that secures sustained improvement in teaching.
- Implement staff induction, probation and professional learning pathways.
- Coordinate INSET and ongoing professional development cycles.
- Promote evidence-informed practice, including deliberate practice and cognitive science.

Quality of Teaching

- Support the Deputy Headteacher in implementing robust quality assurance of teaching and learning, including lesson visits, work scrutiny and feedback.
- Ensure consistency in classroom routines, climate and expectations.
- Develop and embed high-quality teaching strategies across the school.
- Work with leaders to address variation in teaching and improve consistency.

Main duties/responsibilities – continued

Curriculum Implementation	<ul style="list-style-type: none">• Provide strategic oversight of curriculum implementation through teaching.• Line manage and develop curriculum directors / subject leaders.• Support middle leaders in ensuring high-quality curriculum delivery in the classroom.• Lead development for subject leaders on pedagogy and curriculum enactment.
Performance & Leadership Development	<ul style="list-style-type: none">• Support the delivery of the performance management process.• Develop and deliver leadership training linked to teaching and pedagogy.• Establish and lead professional learning communities and subject networks.
Management Responsibilities	<ul style="list-style-type: none">• Line manage staff as directed within the leadership structure.• Ensure staff have clear roles, responsibilities and accountability.• Contribute to performance management, staff development and addressing underperformance.• Work collaboratively with SLT to raise standards of teaching and learning.
Safeguarding	<ul style="list-style-type: none">• Ensure all safeguarding responsibilities are met in line with statutory guidance.• Promote a culture where safeguarding and student welfare are prioritised at all times.• Undertake safeguarding duties as directed by the Headteacher.
Strategic Contribution	<p>This role is responsible for:</p> <ul style="list-style-type: none">• Driving teaching quality and instructional consistency.• Building a culture of professional growth and development.• Ensuring curriculum intent is realised through classroom practice.

Job Description

Person specification

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none">• Good quality Honours degree in an appropriate discipline• PGCE or equivalent in secondary education with relevant subject specialism.• Qualified Teacher Status	
Experience	<ul style="list-style-type: none">• Successful experience of improving teaching and learning• Experience of leading CPD, coaching or staff development• Proven impact on raising standards in the classroom	
Knowledge and skills	<ul style="list-style-type: none">• Strong understanding of effective pedagogy and curriculum implementation• Knowledge of evidence-informed teaching approaches• Ability to coach, develop and inspire staff	

Person specification – continued

Personal and Professional Qualities

- Commitment to the welfare and safeguarding of young people
 - Strong personal motivation and drive
 - A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community
 - The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision
 - Commitment to ensuring inclusion, addressing diversity and access
 - Commitment to own personal and professional development and that of all staff
 - High order analytical and problem-solving skills and the ability to make informed judgements
 - Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community
 - The ability to project the school in a positive way and establish the school at the heart of the community
 - The ability to engage parents and carers in supporting children's learning
 - The ability to fill the role of lead professional in classroom practice
 - Commitment to an open, collaborative style of management
 - Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community
 - The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed
- The ability to form and maintain appropriate relationships and personal boundaries with young people

As per the updated guidance in Keeping Children Safe in Education 2024, online checks will be carried out on all shortlisted candidates eg Google search, Social Media platforms etc.

Job Review: This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the school. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.