



**The Rise
School**

Head of School

Recruitment Pack

Contents

Contents.....	1
Why be part of The Rise Team.....	2
Job description	4
Person Specification.....	7
How to apply.....	8

If you, or someone you know would like this publication
in an email, in Braille, large print, Easy Rad transcription
or audio tape, please email
jobs@ambitiousaboutautism.org.uk.

Why be part of The Rise team

WE'RE DIFFERENT AND PROUD OF IT:

We proudly aim to be the 'best of both worlds' of mainstream and SEND provision – watch our video [here](#).

This looks like:

- ✓ High **ambition** and **aspiration** for all as our students to access a mainstream level curriculum. They'll achieve brilliantly as you support pupils to learn a wide range of topics and texts.
- ✓ A genuine, holistic focus on the student and their **quality of life**: academic and social progress.
- ✓ **Specialist support** with a high adult to student ratio, with adults being autism experts – we provide a lot of training on this, so having no prior SEND experience is not a barrier to employment
- ✓ Specialist **facilities**
- ✓ Lots of **trips**! Our students enjoy about 6+ trips per year including the theatre, cinema, escape rooms, museums, galleries, parks, camping etc.

WORKING TOGETHER:

Staff "The best thing about working for the organisation is watching the learners achieve and get the best quality of life they can" "Our learners are a delight to work with and I can not rate them highly enough"

IMPACT

Families

With the support of the staff my child is developing into a independent responsible young man.

The enrichment activities at The 6th form enhance my childs quality of life and support him with employability skills needed for the future.

The Rise has helped my son realize his true potential and enspire him

My child is growing in confidence and I am excite for his future and this is due the support he recieves at The Rise.

WORKLOAD and WELLBEING

- Maximum class size is 10
- 2 or 3 TLAs to a class
- Onsite wellbeing each Friday for staff
- Opportunity for progression including into teaching, mental health first aid and behaviour support
- Small school where staff are eager to support one another and work together
- Access to the employee assistance programme
- A job where you feel you make a positive change to young people's futures
- Approachable Senior and Wider Leadership team – open to flexible working requests.

A 'SAY YES' APPROACH TO CPD

- Great speakers which have included Ross Morrison McGill, Tom Sherrington, Jane Evans, Be Happy Project and Jaz Ampaw-Farr
- Well-stocked staff library, always open to suggestions
- Support for training in areas of interest in SEND, Education and behaviour
- Sustained CPD opportunities such as PBS Coaching, Mental Health First Aid, Be Happy Coaching
- Support for masters and other accredited CPD options including Level 5 diplomas.

LOCATION and FACILITIES

- We have an onsite gym which is available for staff before and after school
- There is parking onsite and we are a 20 minute train journey from Clapham Junction.



PENSION & PERKS

- Local Government Pension Scheme contributions.
- [Perkbox membership](#) including discounted gym membership, coffee, cinema tickets.
- [Cycle to Work](#) and season ticket loans
- [Health Cash Plan](#) to claim back costs a wide range of medical costs including dentistry, physio, chiropractors, optical care.

Job description

Job title	Head of School	Team	The Rise School
Job band	AaAST Leadership Scale point 28-32 (£97,426-£107,062)	Reporting to	Executive Head
Hours	Full time 37 days annual leave 37.5 hours per week	Line manages	Deputy Head Assistant Head (LTA) PA

Approved by: **Andy Nowak Executive Headteacher, AaAST** Updated: April 2026

Role Purpose:

To provide leadership for The Rise School in accordance with the mission, vision, values and strategy of the school and charity working in collaboration with the Governing Body, Board of Trustees and Ambitious about Autism and Ambitious about Autism Schools Trust Leadership Teams.

Key Accountabilities & Dimensions:

Leadership and Governance

- Contribute to the development of the organisation's overall strategy and operational plan as a member of the Education Executive Management Team (EEMT).
- Lead on setting the local application of the organisational strategy and vision through setting, reviewing and communicating The Rise's school development plan.
- Create and maintain a positive culture within The Rise School in line with The Rise School and Ambitious about Autism (AaA) values.
- Promote positive and respectful relationships across the whole school community between staff and between staff and learners and ensure a culture of high staff professionalism.
- Implement the school's and organisation's policies, processes and practices relating to educational services and ensure services are managed in line with organisational policy, statutory requirements and best practice guidance.
- Provide school leadership and hold senior leaders and teachers to account for standards achieved, the quality of education and the implementation of the Ambitious Approach.
- Establish and sustain a professional working relationship with the chair of governors and the governance team
- Present a coherent and accurate account of performance in a form appropriate to the Governing Body, parents and the local community.
- Share and promote the vision of the School and Trust with stakeholders, parents and the children and young people.
- Plan and implement necessary changes to adapt to national and local political trends.
- Set high expectations and challenging targets for the school through the formation of a school development plan and working with a school improvement partner.

Management Responsibility

- Support the school leadership team to fulfil their operational responsibilities by providing the professional leadership and organisational support, personal and professional development, and the staffing, financial resources and environment to allow the leadership team to carry out their duties.
- In collaboration with the Trust Business and Operations Manager, Finance Business Partner and Executive Headteacher set out the budget.
- Responsible for delivery of the budget performance in the school.
- Ensure the proper application of Ambitious about Autism's key personnel policies ensuring that relevant reviews take place at individual, team and service level.
- Work closely with the Assistant Head of Teaching, Learning and Assessment to ensure that all staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs.
- Oversee employee issues within the team, using guidance from the People Team.
- To split line leadership of the school leadership team with the DHT, undertaking performance reviews and report any concerns or outstanding performance to the Executive Headteacher.
- Provide leadership support and challenge to the senior school leaders and teachers in their role in securing ongoing improvements to maximise the outcomes of all learners and have an unrelenting focus on continuous development of teaching, learning and assessment.

Teaching, Learning & Quality

- Evaluate the school's performance and identify the priorities for continuous improvement and raising standards.
- Monitor and evaluate pupil and teacher performance, including pupil premium pupils. Ensure assessment methods track performance using data and benchmarks. Act expediently to rectify poor performance.
- Oversee a high quality curriculum that provides opportunities for every pupil to succeed and excel.
- Share staff ideas and innovation for further portfolio developments with the Executive Headteacher.
- Create opportunities for staff to share good practice and networks to support continuous professional development.
- Secure and sustain effective, high quality teaching and learning by motivating staff, monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all learners.
- To ensure all necessary systems and performance measures are in place to deliver high quality Ofsted outcomes.

Safeguarding and Safety

- Have overall responsibility for safeguarding in the school ensuring all aspects of compliance are undertaken, including around reporting.
- Responsible for ensuring out of term safeguarding duty rota is in place, including being on call.
- Have overall responsibility for Health and Safety in the School ensuring all aspects of

compliance are undertaken, including around reporting.

- Ensure risk assessments and emergency plans are in place and reviewed.
- Ensure safe working practices.
- Make decisions regarding the issuing of suspensions and permanent exclusions in line with policy.

Partnerships and External Relations

- Facilitate partnership working within and beyond the wider trust.
 - Create a culture which embraces diversity and encourages the school to build capacity, for example specialisms, in order to support the trust's mission.
 - Work with agencies such as local authorities and the Department for Education
 - Develop strategic alliances with external organisations to support and develop excellent teaching and learning.
 - Work in partnership with parents and the local school stakeholders to maintain good relationships and build opportunities for the learners in the local community.
 - Actively promote school places and oversee the work with admissions to assess and transition learners.
 - Have positive relationships with placing officers in LAs.
- Engage in multi-agency relationships directly related to pupils and families

Training & Professional Development

- The jobholder is required to contribute to and support the overall aims and ethos of the school
- All staff are required to participate in training and other learning activities, and in performance management and development, as required by the school's policies and practice

Additional Duties:

- Demonstrate a continual commitment to safeguarding and promoting the welfare of children and young people
- To uphold Ambitious about Autism policies to protect and safeguard pupils in order to secure their health, safety and wellbeing
- Demonstrate a continual commitment to the promotion of diversity initiatives and the sharing of best practice in line with Ambitious about Autisms Equality, Diversity and Inclusion policy and procedures
- Ensure the highest degree of confidentiality and data protection of all materials
- Demonstrate the vision and values of Ambitious about Autism in everyday work and practice, upholding the ethos of challenge and support where all pupils/learners can reach their full potential and maximise their engagement in learning
- Ensure all aspects of compliance related to this role are undertaken

This job description is not exhaustive and reflects the type and range of tasks responsibilities and outcomes associated with the role. The post holder will be expected to also complete any tasks, as requested by the Head of School.

Person specification

Role and band competencies	Essential
Specific knowledge, experience and technical skills	
1. Qualified teacher status	x
2. General evidence of relevant CPD activities	x
3. Educated to at least Degree level	x
4. National Professional Qualification for Headship or equivalent	
5. Experience as a successful Deputy Head or Head teacher	x
6. Experience of coaching/mentoring/performance management/supporting colleagues which has led to improvements in performance.	x
7. Examples of involvement in successful collaborative partnerships which have led to improved student outcomes	x
8. Proven track record in leading and managing staff including contribution towards building a successful team	x
9. Experience of improvement planning and of monitoring, evaluating and reviewing the impact of plans	x
Experience of monitoring standards and developing curriculum delivery with successful target setting and tracking which has raised	x
10. standards of attainment and progress	
11. Experience of analysing/evaluating performance data in contributing to improvement strategies	x
12. Experience in policy development and review.	x
13. Experience of parental involvement schemes to enhance student outcomes.	x
14. Up to date knowledge including pedagogy, safeguarding, Ofsted framework and research findings.	x
15. Understanding PBS or related behavioural approaches	x
16. Experience of working with young people with autism and/or learning disability who experience behaviour that challenges	x
17. Proven track record of working with young people and their families to develop and deliver services	x
18. Ability to use data and a range of sources of evidence to make judgements and identify priorities	x
19. Experience of negotiating and working with commissioners and partners	x

20. Knowledge of self-evaluation and planning for improvement.	x
21. Excellent influencing skills and the ability to engage others in new ideas	x
22. Proven experience of managing an income and expenditure budget of £200K +	x
23. Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	X
Personal attributes	
24. Computer literate with a good working knowledge of Microsoft Office	x
25. Values driven and prepared to go the extra mile for service users	x
26. Resilient and able to work on own initiative and work as part of a team	x
27. Interpersonal skills and the ability to lead and build effective partnerships with individuals and organisations	x
28. Ability to plan, manage and deliver work to agreed deadlines	x
29. Excellent communication and presentation skills	x
30. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X

How to apply

Stage	Timescale
Closing date for applications	23 September 2026
Candidates informed of outcome of application	25 September 2026
Interviews	Stage 1: 30 September and Stage 2: 1 October 2026

If you would like to find out more about this exciting opportunity, need any further information or wish to have an informal discussion please contact **Ben Lowe** Recruitment Manager – blowe@ambitiousaboutautism.org.uk

Equal opportunities monitoring

Ambitious about Autism is fully committed to equality of opportunity and diversity and we warmly welcome applications from all suitably-qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.

Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an Enhanced DBS check.



Contact us

The Rise School
Browells Lane, Feltham
Middlesex TW13 7EF

☎ 020 8099 0640

✉ info@theriseschool.com

🌐 theriseschool.com

Follow us

🐦 @riseschoolUK

📷 [theriseschoolartsdepartment](https://www.instagram.com/theriseschoolartsdepartment)

Ambitious about Autism is the national charity standing with autistic children and young people.

We believe every autistic child and young person has the right to be themselves and realise their ambitions.

We started as one school and have become a movement for change. We champion rights, campaign for change and create opportunities.



Ambitious about Autism Schools Trust is an exempt charity in England and Wales and a registered company: 08335297.

How to find us

We are located on the same site as Spring West Academy.

Public transport

Tube – Hatton Cross, then either 285 or 490 bus to Browells Lane and five-minute walk. 90 bus to Feltham – Leisure West and eight-minute walk

Bus – 285 from Kingston or Heathrow to Browells Lane, 90 from Northolt to Feltham Leisure West, 490 from Richmond or Hatton Cross to Browells Lane, 117 from West Middlesex University Hospital or Staines to Feltham Station, and 235 from Brentford or Sunbury to Feltham Station

Train – 10-minute walk from Feltham station

Travelling by car

We have on-site parking, but this needs to be booked prior to visiting.

