



***Candidate Brochure
Associate Headteacher***



THE DEAN TRUST
Believe Achieve Succeed

SALARY:

Competitive

START DATE:

1st September 2026

WORKING PATTERN:

Full Time

CONTRACT:

Permanent

LOCATION:

Abraham Moss Community School
(Secondary) or any other Trust
school

RESPONSIBLE FOR:

Teaching and Learning

ACCOUNTABLE TO:

Executive Headteacher

Associate Headteacher

Job Summary

The Associate Headteacher will play a pivotal role in the leadership and strategic direction of the academy or academies they are based at, while playing a significant role in the development of teaching and learning across The Dean Trust.

This is an exciting opportunity for a dedicated and visionary leader to drive excellence in teaching and learning both at the academy level and across our Trust's schools.

The postholder is expected to make a significant contribution to school improvement and provide support to the Headteacher where required across all aspects of school leadership.

This is a key strategic role focused on driving sustained improvement in classroom practice, coaching colleagues to excellence and curriculum development.

We are an Equal Opportunities employer committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from a diverse range of candidates including those from underrepresented groups, and/or with protected characteristics.

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to pre-employment safeguarding checks, including an enhanced Disclosure and Barring Check.



Main Purpose of the Role

The postholder is expected to make a significant contribution to school improvement and provide support to the Headteacher where required across all aspects of school leadership.

The post holder will ensure high-quality implementation and classroom delivery through professional development, coaching, and teaching excellence. This is a key strategic role focused on driving sustained improvement in classroom practice, coaching staff to excellence and curriculum development.

Due to the seniority of this position, the postholder will be expected to be flexible and agile in their ability to take on responsibility in any area of school leadership as determined by the Headteacher, Governing Body and/or Executive Team.

As this is a significant role within the Trust, the postholder may be required to work at another Dean Trust school and also will be required to work across the Trust more widely in the areas of Teaching and Learning/Professional Development, supporting other schools and professional communities.

This post comes under the terms and conditions of staff on the Leadership Pay Spine (see School Teachers' Pay & Conditions Document for further information).

Key Responsibilities

Core purpose and accountability:

Across the Trust:

- Lead on whole-school improvement initiatives, ensuring high standards of teaching, learning, and pupil progress
- Contribute to the strategic direction of the Trust by shaping policies and staff professional development
- Work with Faculty Leaders across our academies to diagnose areas of strength and development needs in specified areas
- Take a strategic lead on ensuring the consistent delivery of the curriculum across the Trust's secondary schools in specified areas
- Support Ofsted-ready preparation and use subject reviews and guidance to advise how each department needs to prepare in readiness for monitoring visits

At Abraham Moss Community School or the designated base academy:

- To lead on teaching quality, pedagogy, and classroom practice, ensuring consistency
- To lead and support on curriculum development
- To develop and embed a coaching and professional learning culture across the school

- To line manage the Assistant Headteacher- Teaching and Learning in strengthening teaching standards and classroom monitoring
- To ensure effective implementation of curriculum plans through impactful teaching and practice
- To lead professional development and the use of evidence-based strategies to improve outcomes
- To be an inspirational leader that creates an ethos and culture of high staff morale, excellent attitudes to learning and strong outcomes for pupils
- To embrace, model and embed a culture of high learning standards, aspirations and outcomes amongst staff and pupils
- To demand ambitious standards, expectations and aspirations for all pupils, overcoming disadvantage and advancing equality
- Model outstanding teaching practice and provide coaching and mentoring for staff
- Lead whole-school initiatives that enhance pupil engagement, confidence, and achievement
- Support the implementation of effective assessment and feedback strategies that drive pupil progress
- Promote a positive and inclusive learning environment where all pupils can succeed
- To instil a strong sense of accountability in staff for the impact of their work on pupils' academic and social development
- To play a major role under the direction of the Headteacher: setting the key improvement objectives of the school; establishing and embedding policies, systems and practice; and managing staff and resources so that these objectives can be achieved
- To use external and internal research and development to innovate and improve attitude to learning and behaviour for learning across the school providing a research-led approach
- To undertake the professional duties of an Associate Headteacher as reasonably delegated by the Headteacher
- To provide strategic and operational leadership
- To support the Headteacher in providing assurance to the Governing Body so that Governors have an accurate and robust understanding of the school: strengths; weaknesses; key improvement priorities and strategies to address these priorities; and the progress that the school is making to meet those priorities. The support provided by the Headteacher and Governing Body will enable the Governing Body to effectively meet their statutory responsibilities

Strategic Leadership:

- Lead by example and model the values of the Trust
- Support the Headteacher in delivering the school's vision, ethos, and strategic priorities
- Ensure honest, open and constructive professional dialogue is formed between all stakeholders and is exemplified in leadership behaviours
- Deputise for the Headteacher when required



- To support and secure the commitment of others to the vision, ethos and policies of the school and promote the highest levels of expectation, aspiration and achievement for pupils
- To embed ambition and drive improvement across the school
- To be able to articulate the vision of the school and ensure that it is understood, shared and acted upon by all
- To model the highest standards of professional conduct and to be an ambassador for the school and wider Trust
- To demonstrate the vision and values of the Trust in everyday practice
- To support colleagues through effective direction, mentoring and coaching, so that they can be more effective in how they lead and manage pupils and staff
- To contribute to the creation and implementation of the School Improvement Plan and take responsibility for leading key aspects of it
- To lead school self-evaluation - in relation to standards and achievement - and thereby identify priorities for improvement
- To identify key professional development needs in relation to teaching quality, pedagogy, and classroom practice and ensure that these are addressed

Pupil Outcomes/Achievement:


- To have a robust understanding of how to evaluate and improve Teaching and Learning
- To lead activities that promote pupil achievement across the school and accelerate the progress of all pupils

Quality Assurance and Use of Data:

- To lead the development of whole school quality assurance systems
- To analyse and present data for a range of audiences that leads to school improvement
- To develop further the use of data at all levels to evaluate impact, inform strategy and improve outcomes

Leading and Managing Staff:

- To support the Headteacher to create a safe, inclusive and aspirational environment
- To embrace, protect and celebrate the diversity of the school and wider community
- To support staff in achieving high standards through effective professional development
- To promote positive working relationships with and between pupils and staff throughout the school
- To lead relevant meetings
- To ensure that the Headteacher and Governors are informed and advised about educational plans, policies and priorities in the areas for which you have responsibility and that progress is evaluated and outcomes shared

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- To commit to self-development (review own practice, set targets and take responsibility for own professional development) and to build a professional learning community which enables staff to achieve their potential

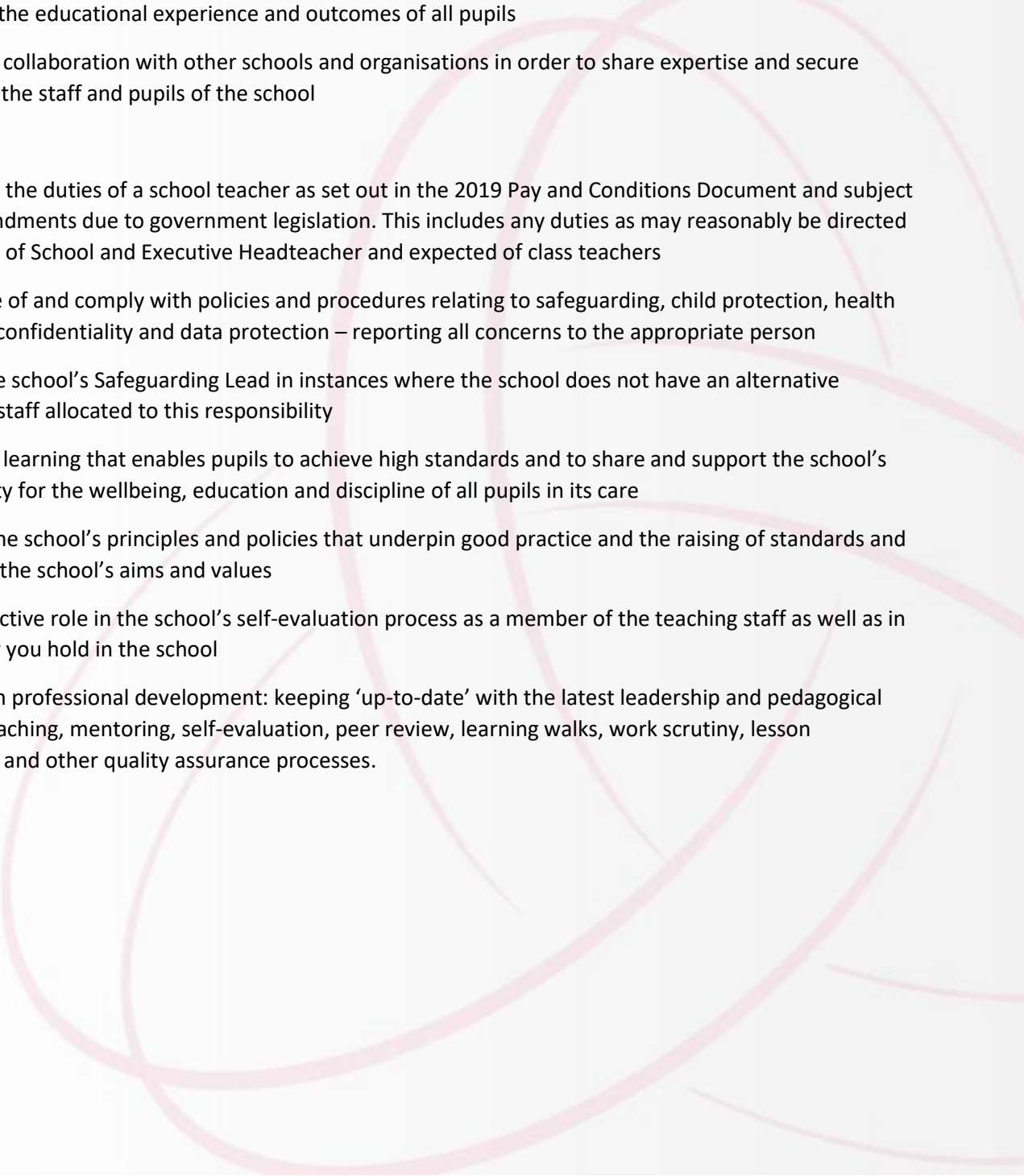
Effective Deployment of Staff and Resources:

- To work with the Headteacher to provide effective organisation and management of the school and seek ways to improve organisational structures and systems based on rigorous self-evaluation
- To ensure that the school, people and resources are organised and managed to provide an efficient, effective and safe learning environment

Strengthening Community:

- To work with the Headteacher to create and maintain positive and supportive relationships with parents, carers and the wider community
- To build, develop and maintain effective relationships with parents and members of the wider community to enhance the educational experience and outcomes of all pupils
- To promote collaboration with other schools and organisations in order to share expertise and secure benefits for the staff and pupils of the school

Other Duties:

- To carry out the duties of a school teacher as set out in the 2019 Pay and Conditions Document and subject to any amendments due to government legislation. This includes any duties as may reasonably be directed by the Head of School and Executive Headteacher and expected of class teachers
 - To be aware of and comply with policies and procedures relating to safeguarding, child protection, health and safety, confidentiality and data protection – reporting all concerns to the appropriate person
 - To act as the school's Safeguarding Lead in instances where the school does not have an alternative member of staff allocated to this responsibility
 - To promote learning that enables pupils to achieve high standards and to share and support the school's responsibility for the wellbeing, education and discipline of all pupils in its care
 - To uphold the school's principles and policies that underpin good practice and the raising of standards and to promote the school's aims and values
 - To play an active role in the school's self-evaluation process as a member of the teaching staff as well as in the capacity you hold in the school
 - To engage in professional development: keeping 'up-to-date' with the latest leadership and pedagogical thinking, coaching, mentoring, self-evaluation, peer review, learning walks, work scrutiny, lesson observation and other quality assurance processes.
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All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the brand style
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person
- Participate in training and other learning activities as required
- Participate in the school's People Development Process
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- To represent the school/academy at events as appropriate
- To support and promote the school/academy ethos
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post
- To undertake any other reasonable duties at the request of the Executive Team and/or Headteacher

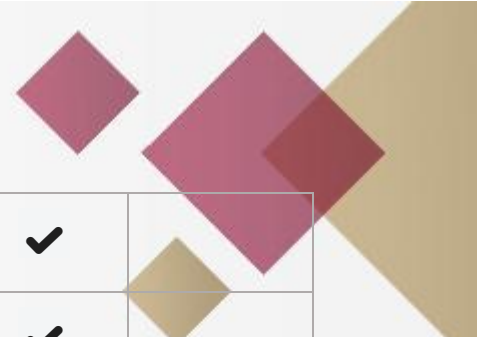
All post holders must comply with The Dean Trust professional standards. The job description will be reviewed as necessary and is subject to modification and amendment at any time after consultation with the post holder.

Whilst every effort has been made to explain the key responsibilities of this post, this job description is not intended to be exhaustive and every individual take undertaken may not be identified.

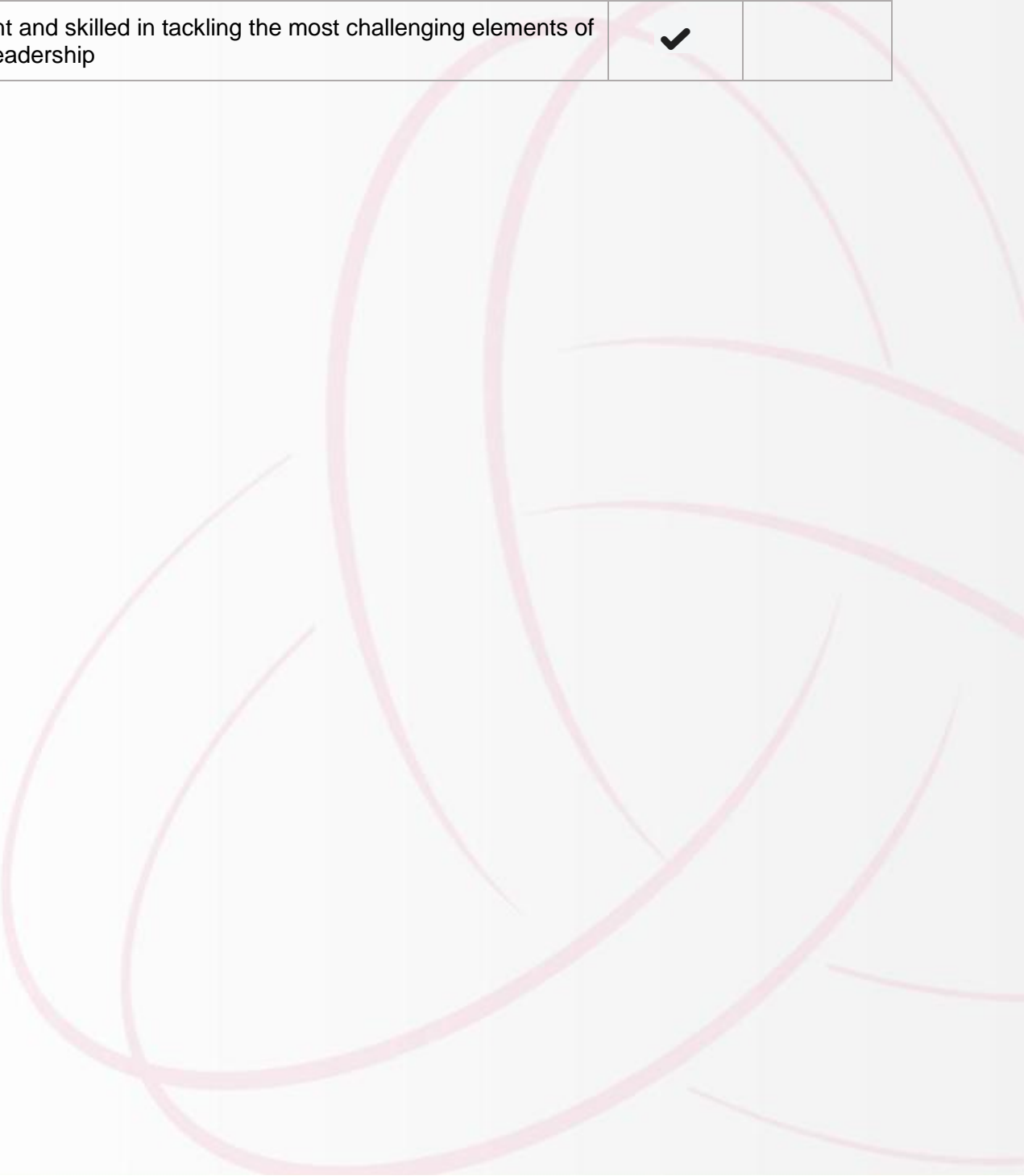
Personal Specification

	Essential	Desirable
Qualifications		
Degree or equivalent	✓	
QTS	✓	
At least three years of proven strong, successful senior leadership and management experience in a secondary school at Deputy level or above	✓	
Evidence of further research and/or nationally recognised qualifications		✓
Evidence of recent and appropriate professional development	✓	
Leading professional development within current workplace	✓	
Experience		
Relevant teaching experience	✓	
Understanding and commitment to the safeguarding and welfare of pupils	✓	
Performance management responsibilities	✓	
Target setting responsibilities	✓	
Key stage or department self-evaluation	✓	
School Improvement	✓	
Leadership experience in more than one school		✓
More than one senior leadership role		✓

Staff recruitment		✓
Whole school self-evaluation		✓
Skills and Knowledge		
Thorough grasp of current curriculum issues	✓	
Ability to promote effective teaching and learning strategies	✓	
Ability to articulate high expectations to staff, pupils and parents	✓	
Ability to analyse and interpret data for whole school improvement	✓	
Ability to use ICT effectively in leadership and teaching	✓	
Can support and challenge colleagues	✓	
Outstanding classroom practitioner		✓
Collaboration with other schools at a senior leadership level		✓
Reporting to Governors		✓
Working knowledge of Bromcom and other Management Information systems		✓
Commitment to equal opportunities	✓	
Aspiring to headship or similar Trust-wide role		✓
Personal Qualities		
Unwavering commitment to improving the life-chances of young people	✓	
Honest and reliable	✓	



Positive demeanour and enthusiastic	✓	
Solution-focused	✓	
Effective mentor and coach	✓	
Committed and resilient	✓	
Emotionally intelligent and effective verbal and written communicator	✓	
Self-aware and committed to personal and professional development	✓	
Confident and skilled in tackling the most challenging elements of school leadership	✓	



How to apply

If you would like to apply for this role
please apply through our online recruitment site which is available via:

careers.thedeantrust.co.uk

Application Closing Date: 4pm on Friday 15th May 2026

Interview Date: Thursday 21st May 2026

Any queries or if you like to discuss the role in more detail, please contact
Claire Henson, HR Director, via email at clairehenson@thedeantrust.co.uk

