

Assistant Headteacher

Tiger Primary School
Committed to Excellence



Build your Career, Shape your Future, Apply today

Tiger Primary School is a Good school with over 400 pupils educating the next generation of young people aged between 4 and 11.

Tiger Primary School is part of Future Schools Trust, a dynamic and inclusive multi-academy trust, founded in 2007.



A great place to be



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Welcome from the Chief Executive Officer

Isabelle Linney-Drouet

BA (Hons) | NPQH | NPQEL



Tiger Primary School are seeking an Assistant Headteacher to join the school team, the successful candidate will be responsible for providing a caring and supportive learning environment for pupils. As an Assistant Headteacher you will hold whole school responsibility for a strategic area.

At Tiger Primary School, we believe in the power of education to transform lives. Our curriculum is designed to provide a broad and balanced education, rich in real-life experiences and opportunities. We understand that every child deserves to experience a sense of accomplishment in a wide range of areas. Our enriched curriculum reflects this belief, offering an excellent balance between academic and personal development.

We value each and every child as an individual, ensuring that they are supported throughout their own unique educational journey. Our children and staff share a genuine love of learning, thriving in an environment built upon our school values (Teamwork, Independence, Going beyond the expected, Empathy, Resilience).

At Tiger Primary School, we offer a welcoming and inviting space where enthusiastic and happy children fill our classrooms. Our passion for learning is evident in our commitment to enable ALL children to achieve their very best. The staff at Tiger care deeply about the wellbeing and development of our young people, fostering a love for teaching and learning that is truly inspirational.

In partnership with our parents/carers and extended family members, we forge strong relationships that support the growth and success of our children.

Our children and community are the driving force behind every decision we make. Their needs and aspirations are at the core of our approach. We want them to take pride in their unique talents and achievements, fostering a sense of self-worth and confidence.

I invite you to discover more about Tiger Primary School, and if you are considering joining our fantastic community, we would be delighted to arrange a visit and tour of our wonderful school grounds.

Together, let's create an educational journey filled with care, warmth, and limitless possibilities.

We welcome applications from those who share our determination to inspire young people as lifelong learners, and who believe, we, as educators are instrumental in facilitating children to aim high and achieve their full potential, in every aspect.

Please visit our website to gain further insight into our school www.tigerprimary.com. If you would like to arrange a visit ahead of submitting your application, please contact our HR Recruitment Team on recruitment@futureschoolstrust.com

Future Schools Trust: **Relentless Ambition for Young People.**

We aim to achieve our vision by bringing together our family of schools to create a cohesive and aspirational community which enables every child and member of staff to exceed their expectations.

Our values are:

- Integrity
- Respect
- Resilience
- Strong Work Ethic
- Collaboration
- Equality

The best interests of young people guide every ambition and decision we take. We are passionate in our belief that schools are stronger when they work together whilst being proud and protective of the unique identity of each of our schools in the Trust. Maintaining a strong moral purpose and supportive but challenging culture is central to everything we aim to achieve.

I hope this introductory letter provides a sense of our culture and ethos and our direction of travel. If you decide to apply, we appreciate how long it takes to apply for jobs, but please do not send a general application; we are looking for someone prepared to respond to us, respecting where we are at on our journey as a Trust. You can be sure that we will take time and care in reading your personal application.

Electronic application forms should be completed on the Every Portal which you can access at www.tigerprimary.com/vacancies.

Best wishes



Isabelle Linney-Drouet
Chief Executive Officer

Post:	Assistant Headteacher
School:	Tiger Primary School
Responsible to:	Headteacher / Deputy Headteacher
Compensation:	L2-L6

It is important that teachers and school leaders are fully aware that they uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school. At Tiger Primary School we actively promote the school values of teamwork, independence, beyond the expected, empathy, and resilience.

General duties:

To work as a member of the Senior Leadership Team to raise standards, improve pupil outcomes, and increase aspiration.

Specific responsibilities:

Leadership Expectations:

- To deputise for the Headteacher if required to do so.
- To work strategically as a member of the Leadership Team.
- To take a corporate view of policy implementation, pursuing and delivering school strategies and agreed actions in a positive and consistent manner so as to raise standards to think creatively about the school and to be prepared to take risks and innovate.
- Through line management of curriculum area(s) to be accountable for and report to the rest of the Leadership Team on the progress of pupils and the quality of teaching and learning in those subjects;
 - to be an excellent team leader, capable of building a successful team and getting the best out of colleagues,
 - to have responsibility for the performance and line management of staff,
 - to engage in the process of appointing new staff including the interview process.
- To assist in the day-to-day running of the school and take an appropriate share of the many tasks required of school leaders;
 - to have a high profile and visible presence around the school,
 - through the implementation of the school's behaviour policy to ensure systematic and consistent management of behaviour,
 - to ensure the school website and other communications provide accurate and up-to-date information to parents and carers on their various areas of responsibility,
 - to undertake an appropriate amount of teaching and cover'
 - to participate in duties before and after school, lunch and break - to deliver assemblies.

- To model the high personal and professional standards expected of staff;
 - to be an excellent communicator with a high degree of emotional intelligence, and create open and effective lines of communication with a clear system for consultation and decision making,
 - to be courteous to all colleagues and promote collegiality and good working relations,
 - to report to the Headteacher (and both the CEO and Governors where appropriate) information about their various areas of responsibility.

General Expectations of all staff:

- To demonstrate high professional practice in all areas of work.
- To help progress the school towards our vision, through a focus on raising the aspirations of pupils.
- To be an excellent role model for pupils, commanding respect and being a positive presence around the school.
- To be efficient and effective, highly organised in all areas.
- To promote actively the school's ethos through actions and words.
- To adhere to the staff dress code.

Not all of the above duties will need to be performed all of the time and will vary according to the needs of the school at different points. The specific focus for the Assistant Headteacher's work portfolio will be decided once appointed.

Person Specification

Applications for the above post will be shortlisted on the basis of the following criteria and applicants should show, with relevant examples where appropriate, how they meet the requirements detailed:

Essential

Qualifications:

- Possession of a recognised teaching qualification and evidence of continues professional development.
- Recent teaching and leadership experience in primary education.

Professional Experience and Knowledge:

- Minimum of 5 years' teaching experience.
- Significant experience as a middle leader or at a senior leadership level.
- Proven track record of raising educational standards.

Leadership and Management:

- Capacity to recognise and build on the considerable successes of the school, and formulate a vision for innovation and improvement.
- Sound knowledge of current and future educational developments.
- Substantial experience of improving pupil behaviour and attendance.
- A commitment to, and vision for, working with the wider community.
- Proven track record of change management.

Leading Teaching and Learning:

- Evidence of being a highly effective classroom practitioner.
- Ability to monitor and evaluate performance, challenging poor performance.
- In-depth knowledge of the key levers for personalising learning.
- Experience of pupil-centred and leading curriculum initiatives.
- A commitment to pupil-centred, inclusive education.

Personal Aptitudes, Qualities and Skills

- Ability to plan strategically to deliver school vision, ethos and priorities.
- Ability to lead, influence and manage change.
- Ability to communicate, inspire and motivate pupils, parents/carers and staff.
- Enthusiastic and motivated to achieve.
- Ability to reflect on own practice and manage own workload and personal development.

Person Specification

- Excellent interpersonal and communication skills.
- Flexible, adaptable and results orientated.
- Willingness to work hard.
- A commitment to work collaboratively in a Multi-Academy Trust.
- A commitment to Equal Opportunities.

Desirable

- NPQH/NPQSL or higher qualification or training in management.
- Experience in at least two primary schools.
- Evidence of strategic, financial and resource management.
- Proven track record of building strong relationships with other schools.
- Experience of promoting the role of parents/carers in their child's education.
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Application:

We welcome applications from all qualified candidates, including neurodivergent individuals. If you are excited about this opportunity and believe you are a great fit for our team, please complete our School Application Form, we are unable to accept CVs. Electronic application forms should be completed on the Every Portal which you can access at www.tigerprimary.com/vacancies.

If you would like to take a look around our fantastic facilities and meet the staff that you could be working alongside, please email recruitment@futureschoolstrust.com to arrange a visit or an informal discussion with the Chief Executive Officer.

Health & Safety:

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students/pupils.

During the onboarding process, the successful candidate will be required to complete a medical questionnaire and discuss any reasonable adjustments required to fully carry out the duties and responsibilities associated with the role.

Safeguarding:

Future Schools Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Future Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All successful candidates will have to meet the person specification and will be subject to an Enhanced DBS check. This role is also subject to a Section 128 check, and is covered by the Childcare Disqualification Regulations 2009.

Safer Recruitment:

Future Schools Trust is committed to Safer Recruitment, full details of this policy can be found on our website.

Future Schools Trust is dedicated to attracting the right teachers and support staff who are committed to developing and nurturing our students and we must provide the rewards for that to happen.

Alongside providing a competitive pay and benefits package, we offer lifestyle discounts for retail purchases and tax-efficient schemes for childcare and cycle-to-work purchases.

Pension Scheme:

From your start date you can join either the Teachers Pension Scheme or the Kent County Council Pension Scheme. Contributions are made based on your salary scale.

Annual Leave:

For support staff annual leave starts at 25 days a year plus Bank Holidays and increases after 5 years' service.

Cycle to work scheme:

We offer a cycle to work scheme, this tax beneficial scheme encourages employees to cycle to work or take advantage of the scheme to purchase a bicycle for leisure.

Retail, Health & Social Offers through Kent Rewards:

With Kent Rewards you can also get great discounts on pretty much everything you can imagine! Whether it's a meal at a restaurant, a trip to the cinema, or even a visit to a theme park there are plenty of ways that you can save.

Other offers:

- Benenden Private Healthcare Scheme – Optional to Join
- Specsavers Vouchers
- Full access to our Employee Assistance Programme, 24/7

[Click here to view all our employee benefits.](#)





www.TigerPrimary.com



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