

# Assistant Headteacher Behaviour & Culture

New Line Learning Academy



New Line Learning Academy  
Believe and Achieve



Build your Career, Shape  
your Future, Apply today

New Line Learning Academy is a Good school with over 800 pupils educating the next generation of young people aged between 11 and 16.

New Line Learning Academy is part of Future Schools Trust, a dynamic and inclusive multi-academy trust, founded in 2007.



*A great place to be*



**New Line Learning Academy**  
*Believe and Achieve*

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## Welcome from the Head of School

Gary Cook

BA (Hons)



At New Line Learning Academy, we are proud to be at the heart of our community. The strong sense of belonging within our school reflects this belief and strengthens our collective spirit.

We foster a supportive and inclusive environment where every student is encouraged to *Believe and Achieve*. The wellbeing of our students is at the centre of everything we do, and we are committed to ensuring that every individual feels valued, respected, and empowered.

Our mission is to inspire academic excellence, nurture ambition, and provide exceptional experiences that help every student reach their full potential.

Our modern facilities—including dedicated spaces for drama, music, dance, sport, science, and ICT—enable us to offer a rich, personalised, and engaging learning experience.

At New Line Learning Academy, our values are brought to life every day. Our students are *Ready* to learn, *Respectful* of others, and thrive in a *Safe* and purposeful environment. These core principles underpin all that we do and help shape well-rounded, confident individuals.

We are also proud to be part of **Future Schools Trust**, a forward-thinking and supportive family of schools committed to collaboration, innovation, and professional growth. Staff at New Line Learning Academy benefit from high-quality professional development, opportunities to work across schools within the trust, and a culture that values wellbeing, teamwork, and continuous improvement. Whether you're starting your career or looking to take the next step, you'll find a welcoming and ambitious environment where your contribution is genuinely valued.

It is a privilege and an honour to lead such an exceptional school. I look forward to continuing our journey together and working closely with our community to help every student thrive and succeed.

Welcome

<b>Post:</b>	Assistant Headteacher - Behaviour & Culture
<b>School:</b>	New Line Learning Academy
<b>Responsible to:</b>	Headteacher
<b>Salary:</b>	Leadership PayScale, L12-L16

To work alongside the Deputy Headteacher to lead the strategic and operational development of behaviour, culture, and student conduct across the Academy

### Main duties and responsibilities

#### Leadership Expectations

- To deputise for the Headteacher if required to do so
- To work strategically as a member of the Senior 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, to be prepared to take risks and to innovate
- Through line management of curriculum area(s) to be accountable for and report to the rest of the Senior Leadership Team on the progress of students 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 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 head teacher (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 students
- To be an excellent role model for students, commanding respect and being a positive presence around the school
- To be efficient and effective, highly organised in all areas of work
- To promote actively the school's ethos through actions and words
- To adhere to the staff dress code

## Person Specification

### Essential

- Qualified Teacher Status
- Experience at senior or middle leadership
- Proven track record of improving behaviour
- Understanding of the link between inclusion, disadvantage and conduct
- Ability to use data intelligently to drive improvement
- Able to build strong relationships with students, staff and families
- Able to balance high expectations with relational practice
- Alignment with a values-driven, community-centred ethos

### Desirable

- NPQSL or equivalent qualification

## Welcome from the Executive Headteacher

Samantha McMahon

BA (Hons) | NPQH



Welcome to 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 <https://www.futureschoolstrust.com/vacancies/>.

Best wishes

Samantha McMahon

## 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.newlinelearning.com/vacancies](http://www.newlinelearning.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@futureschooltrust.com](mailto:recruitment@futureschooltrust.com) to arrange a visit.

## 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.

## 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.

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.](#)





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