

Assistant Headteacher - Inclusion



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 Headteacher

Lloyd Williams-Jones

BA (Hons) | PGCE



At Tiger Primary School, we believe in the power of education to transform lives. As the headteacher, it is my duty to ensure we provide the highest quality of education, tailored to meet the needs of every child. We want our pupils to develop a real thirst for learning and to gain the skills, confidence, and character they need to flourish as valued citizens of the future.

Our school is a place where enthusiasm, kindness, and curiosity thrive. The classrooms are filled with happy, motivated children who love learning - supported by a dedicated and caring staff team who share a passion for helping every child achieve their very best. We take great pride in offering a broad and balanced curriculum, rich in real-life experiences, and focused equally on academic excellence and personal development.

As Assistant Headteacher, you will play a vital role in driving our inclusive culture and ensuring high-quality provision for disadvantaged pupils and those with additional needs.

We are a team that values collaboration, trust, and mutual support. Our shared values - Teamwork, Independence, Going Beyond the Expected, Empathy, and Resilience - guide everything we do. These values are lived, not laminated: they shape the way we work together, support our families, and make decisions in the best interests of our children.

At Tiger, we care deeply about every family in our community. We work in close partnership with parents and carers to promote excellent attendance and wellbeing, knowing that every day in school matters. Our strong relationships with families and the wider community ensure that each child feels a true sense of belonging.

If you are organised, warm, and professional - and if you take pride in being the friendly and reassuring face of a busy school - then we would be thrilled to hear from you.

I warmly invite you to discover more about Tiger Primary School and to visit us to experience the enthusiasm, care, and sense of community that make our school so special and if you are considering joining our fantastic community, we would be delighted to arrange a visit and tour of our wonderful school grounds.

Lloyd Williams-Jones

Post:	Assistant Headteacher - Inclusion
School:	Tiger Primary School
Department:	Senior Leadership Team
Responsible to:	Headteacher/Deputy Headteacher
Salary:	Leadership Pay Scale, 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 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, think creatively about the school and be prepared to take risks and innovate.
- To deputise for the Headteacher when required.

Strategic Leadership of Inclusion

- To lead and strategically develop the school's inclusive provision so that all pupils, particularly those with SEND, disadvantaged pupils and those with additional needs, are supported to achieve their full potential.
- To have oversight of the SEND team, working closely with the SENDCo and inclusion staff to ensure high-quality provision, effective intervention and strong outcomes for pupils.
- To monitor the effectiveness of SEND provision across the school, ensuring that support is evidence-informed and aligned with statutory guidance and the school's improvement priorities.
- To work collaboratively with teachers, leaders and external agencies to ensure that barriers to learning are identified early and addressed effectively.
- To ensure the school meets its statutory responsibilities in relation to SEND and inclusion.

Line Management and Staff Development

- To line manage members of the SEND and inclusion team, ensuring clear accountability, professional support and high standards of practice.

- To support staff in developing inclusive teaching approaches that meet the needs of all learners.
- To contribute to staff professional development through coaching, training and modelling effective inclusive practice.
- To engage in the process of appointing new staff, including participation in interview processes where appropriate.

Monitoring and Accountability

- To monitor and report to the Leadership Team on the progress, attainment and wellbeing of disadvantaged pupils, pupils with SEND and other vulnerable groups.
- To support the evaluation of teaching and learning to ensure that inclusive strategies are effectively embedded across the curriculum.
- To analyse relevant school data to identify trends, inform interventions and evaluate the impact of provision.

Operational Leadership

- 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 maintain a high profile and visible presence around the school, promoting positive relationships and a culture of inclusion.
- Through the implementation of the school's behaviour policy, to ensure systematic and consistent management of behaviour and support for pupils with additional needs.
- To ensure the school website and other communications provide accurate and up-to-date information to parents and carers regarding inclusion and SEND provision.
- To undertake an appropriate amount of teaching and cover as required.
- To participate in duties before and after school, at lunch and break times.
- To deliver assemblies when required.

Professional Conduct

- To model the high personal and professional standards expected of staff.
- To be an excellent communicator with a high degree of emotional intelligence, creating open and effective lines of communication and clear systems for consultation and decision making.
- To be courteous to all colleagues and promote collegiality and positive working relationships.
- To report to the Headteacher (and, where appropriate, the CEO and Governors) on the effectiveness of inclusion and SEND provision across the school.

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

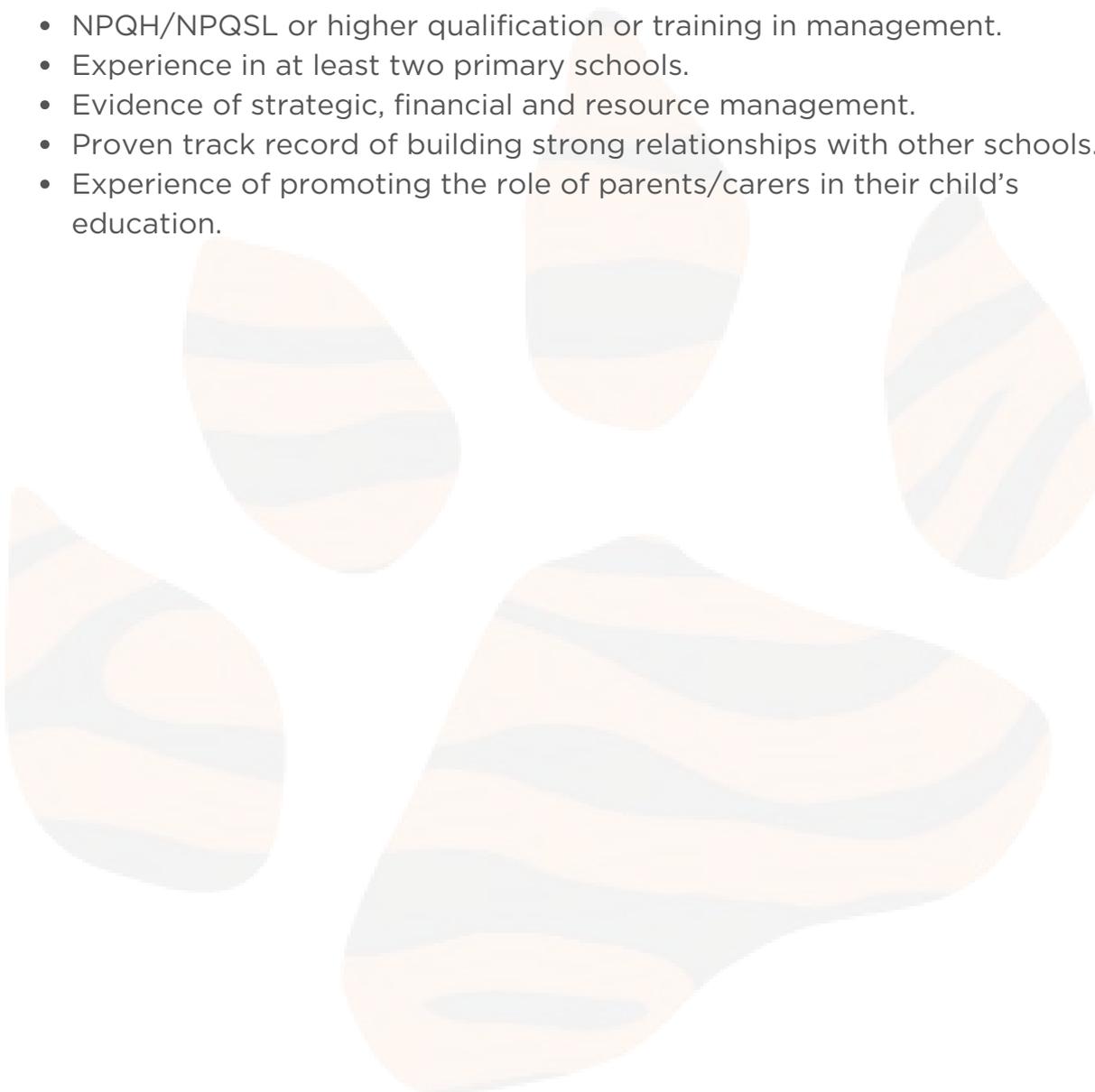
- Ability to plan strategically to deliver school vision, ethos and priorities.
- Ability to lead, influence and manage change.
- Ability to communicate, inspire and motivate pupils, parents/carers and staff.
- Enthusiastic and motivated to achieve.
- Ability to reflect on own practice and manage own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



Welcome from the Trust Lead

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.futureschoolstrust.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.

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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