

JOB DESCRIPTION

Post title:	Assistant Head Teacher/Early Years Lead
Academy:	Atkinson Road Primary Academy
Reporting to:	Head of School
Salary/Pay range:	£49,819 - £55,088
Hours of work:	Full Time, Permanent

Applicants will need to demonstrate their enthusiasm and commitment to working as part of a highly successful team, the aim of which is to ensure that all children receive outstanding and inspirational educational experiences, which help them fulfil their potential. They will lead learning within the Early Years by developing and implementing assessment strategies, data analysis and appropriate intervention programmes to ensure that learner needs are met.

Our Offer

In return we offer:

- A supportive Headteacher and Governing body.
- A dedicated skilled and experienced staff team.
- An inclusive and supportive working environment.
- Collaborative working with the other Laidlaw Schools' trust schools.
- Opportunities to work closely with our Occupational Therapists and Speech & Language Therapist.
- Forest School, SEND and DSL training (so part of the SL team who deputise when needed).

The successful candidate will be a valued member of the SLT and contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school aims. For the first year, this post will be non-class based. There will be significant, guaranteed leadership time to allow the successful candidate to gain a strong and secure oversight of the Early Years Unit, develop relationships and lead the unit successfully.

We are looking for an effective leader who:

- Is an excellent practitioner, who will inspire others by ensuring excellence and enjoyment is achieved.
- Is innovative, creative and proactive in their approach to teaching and learning.
- Can plan effectively in the short, medium and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs.
- Is an inclusive practitioner with ambitious standards and high expectations for all pupils. Is confidently able to give advice on the development and wellbeing of children and young people, when required.
- Is well organised, hardworking and highly motivated.
- Leads by example with integrity, positivity and resilience.
- Possesses excellent interpersonal skills and enjoys working in a team, and with all stakeholders so they can communicate effectively and work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.

- Has a track record of leading school improvement and is an outstanding EY practitioner.
- Can collate and analyse pupil performance data and formulate plans to address weaknesses to accelerate progress.
- Can support subject development across the school.
- Creates a purposeful, stimulating, safe and calm working environment.
- Is keen to develop your own subject knowledge and expertise, keeping up to date with national developments, teaching practice and methodology to support pupils in achieving high standards. Demonstrates ongoing development and application of teaching practice, expertise and subject, specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
- Can lead, develop and enhance the teaching practice of others through monitoring/evaluation and promoting improvement strategies to secure effective teaching and learning for learners.
- Can line manage a number of staff including the effective performance management and development of all staff in order that the team's objectives are achieved.
- Can facilitate an ethos within the team which encourages staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.
- Promotes collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.
- Can plan effectively in the short, medium and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs.
- Promotes and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.
- Promotes the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of well-being of children and young people. Take appropriate action where required.

Other Duties

- To carry out any other duties in accordance with the expectations of a third level teacher at the reasonable request of The Head of School.

Health & Safety

- Ensuring that area of work complies with legislation relating to Health & Safety and observe and implement specific responsibilities in relation to these matters as detailed in the Policy for Health & Safety.
- Provide support in an emergency or evacuation situation, in a calm professional manner. Actively provide information to any emergency service when requested to do so.

Safeguarding

- Be aware and familiar with academy policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Taking appropriate action in accordance with academy policies and Keeping Children Safe in Education 2023 where required.