



FARINGDON COMMUNITY COLLEGE



Assistant Headteacher-
Ethos and Culture (Behaviour)

www.fccoxon.co.uk

Welcome from the Headteacher

Dear Colleague,

Thank you for your interest in this position at Faringdon Community College.

Our school is a vibrant and nurturing place where we believe in unlocking the full potential of each individual. We are committed to providing a rich and engaging curriculum that challenges and inspires, encouraging curiosity, critical thinking, and a lifelong love of learning. Our dedicated and passionate staff work tirelessly to create a supportive atmosphere where students feel safe, valued, and empowered to explore their interests and develop their talents.

Beyond academic excellence, we place a strong emphasis on character development. We strive to instil the core values of 'belong, believe, aspire and achieve' in our students, preparing them to be responsible citizens who contribute positively to society. We believe that a strong partnership between home and school is crucial for a child's success, and we encourage open communication and active participation from all members of our community.

We truly believe that every member of our community has great potential, and we are dedicated to nurturing the confidence and mindset for students to try new things, ensuring that everyone can keep getting better in all they do. We are also extremely proud of our rich and varied extra-curricular activities, as well as the numerous trips and visits we offer, which play a vital role in building confidence and broadening horizons and experiences for all.

Best wishes,

Lisa Barker
Headteacher



Our Vision and Values

Our Vision

We aspire to be a 'Beacon of Excellence', delivering high-quality, inclusive education and enriching experiences within a nurturing and supportive environment. We champion high aspirations, academic achievement, and personal success for every learner.



Our FCC Promises

To achieve this vision, we make four promises; three to our students and families, and one to our valued staff:

- We will deliver high-quality, inclusive teaching.
- We will provide a nurturing environment.
- We will immerse you in a wide range of enriching experiences.
- We will empower our staff through a supportive and developmental framework.

Our Values

Our core values—Belong, Believe, Aspire, Achieve—are woven into the fabric of school life. When young people feel they belong, they begin to believe in themselves. With belief comes aspiration, and with aspiration, achievement beyond what they thought possible.



Our School

Visitors to the school comment on the calm and purposeful environment in classrooms, workshops, labs and other teaching spaces. The positive relationships between students and staff, based on mutual respect, are at the heart of high standards of teaching, learning and personal development, supporting everyone's progress and achievement.

FCC is a positive place to work at any stage in your career. Experienced and dynamic leadership provide effective coaching and staff development, focusing on the development of each teacher as a practitioner and leader. FCC is a great place to progress your career. As an ECT you will be part of a vibrant community of staff, keen to learn from each other, providing you with additional support and opportunities to develop in the classroom and as part of a school rich in extra-curricular activities. All staff enjoy our comprehensive CPDL programme, with chances to lead in school while drawing on wider research, including membership of the National College. The Cambrian Learning Trust provides subject networks, links at Secondary and Primary level and leadership roles, all supporting collaboration and career development.

FCC is a very popular, successful 11 to 18 mixed comprehensive school on the edge of Faringdon, a picturesque market town situated between Oxford and Swindon. The school occupies a large, attractively landscaped site with an excellent range of specialist accommodation and facilities. We are excited about several significant building projects for the future that will further develop the facilities for our students and staff.

Viewing our termly newsletters shows the rich range of additional opportunities, clubs and events that our students and staff enjoy. This enables us to create and celebrate character in our young people, as well as developing their appreciation of the wider world, the part that they can play and the leadership they can display. It supports good relationships between students and staff, making working at FCC especially enjoyable and rewarding.



Our School

At FCC belonging is fundamental as an inclusive, welcoming school where everyone can be themselves. We believe that every member of the FCC community has great potential, and in turn nurture the confidence and mind-set for students and staff to try new things so that everyone can keep getting better in all that they do. Our high aspirations cover all aspects of the school experience, and we want our students and staff to have ambitions and be determined to reach their goals. This supports individual achievement in lessons, clubs and activities and on to examinations and future progression.

We want students and staff to feel happy and successful in school, enjoy their work, be themselves and make a unique contribution to the life of the school. We have very high expectations at Faringdon Community College, and this is reflected in relationships, behaviour, and attitudes toward learning. Students take a real pride in their school, as do all staff, and all are fully committed to building character in all young people.

Faringdon Sixth Form is great destination for students post GCSE, going on to study a wide range of A Levels which in turn provide teaching opportunities for staff. We are very proud of our Sixth Formers and the contribution that they make to the life of the school. The range of university visits, workshops, events and trips mean that everyone has access to great enrichment that will support their next steps beyond FCC to apprenticeship, university or employment. All of these elements ensure FCC is a community of inspiration and aspiration for students and staff alike. We are committed to nurturing aspiration and talent as an inclusive, diverse and welcoming school. We believe that Faringdon Community has a great deal to offer everyone.





Contract Type: Permanent

Contract Term: Full-Time

Salary: £64,691.00 - £71,330.00 Annually (FTE)

1.0 FTE Leadership Pay Scale 10-14

Closing Date: 19th May 8am

Start Date: 1st September 2026

Positions Available: 1

Interview Date: Friday 22nd May



Job Description

CORE PURPOSE

To establish a culture of high expectations across Years 7 to 11 to:

- meet our high expectations and model the values and principles of the academy.
- achieve their potential.
- support all students to achieve their desired destinations.
- participate in the wider curriculum on offer.

Leadership and Management:

- To take a strategic lead for the direction and development of educational provision and deployment of resources in Year 7 to 11
- Lead, inspire and motivate all staff and students in pursuit of exceptional standards and aspiration for all students in Year 7 to 11.
- To lead the regular analysis of attendance, attainment and progress data in order for students in Year 7 and 8 or 9, 10 and 11, in order to ensure interventions result in raising standards.
- To work with AHT Inclusion to ensure appropriate provision is in place for vulnerable learners and is effectively monitored.
- To retain strategic oversight of Year in their management of the work of the tutors who have a key role in monitoring the engagement and attendance of each of their students.
- Ensure that behaviour KPIs are monitored, shared and utilized to inform celebration, communication and intervention by pastoral and curriculum teams in the relevant Year Group
- To ensure safeguarding and promoting the welfare of students is a priority.

Teaching and Learning:

- Work with the DHT (Teaching, Learning, Curriculum and Assessment) to embed the T&L blueprint and CPD strategies successfully across Year 7 to 11
- Demonstrate outstanding practice and a passion for Teaching and Learning and support staff in the consistent application of the Teaching and Learning Framework



Job Description

- Identify and overcome barriers to learning through regular learning walks and other forms of monitoring of Teaching and Learning.
- Liaise with the appropriate members of the Leadership Team to support the experience and progress of all students categorised as SEN or Pupil Premium in Years 7 to 11

Culture and Ethos:

- Support the rest of the Leadership team to embed a culture of safeguarding across the site.
- Support student engagement in the Academy through use of student voice, involvement in appropriate enrichment activities and student leadership.
- Communicate effectively with parents to address concerns, provide support and celebrate success.
- Support colleagues with effective behaviour management, including attendance and punctuality as necessary. Support colleagues directly with behaviour management issues.
- Ensure that our high expectations of independent study are maintained.
- Develop and articulate the ethos of the academy so that high expectations and a culture of academic engagement permeates all activities and conversation.
- Liaise with the appropriate members of the Leadership Team to ensure students model the values of the Academy.

Additional expectations of all members of the Leadership team:

In addition to the specific responsibilities outlined above, Assistant Headteacher, as a senior leader in the Academy, will be expected to:

- To assist the Headteacher in leading and managing the Academy. This will involve undertaking tasks that as directed by the Headteacher or line manager. This may include activities outlined in this job description but are not limited to this. Members of the Leadership Team are expected to demonstrate flexibility and respond to the needs of the Academy and its community.
- To promote the highest expectations amongst staff and students by acting as a role model to them.
- To adopt a collaborative approach with other members of the Leadership Team on shared tasks, providing mutual support in our determination to maintain the highest standards in all that is achieved.
- Develop strong links with all staff, governors, parents and outside agencies through modelling of excellent communication.
- To contribute data, reports and material for the formulation of the SEF, School Improvement Plan, Governors' committee meetings and any Leadership Team papers as and when required.
- To take regular detentions, contribute to our 'on call', attend Leadership Team meetings (leading when applicable), attend department and year team meetings when appropriate, support with suspension or reintegration meetings when needed.
- To set high professional standards in everything you do, and to meet deadlines.

Job Description

GENERAL RESPONSIBILITIES

All staff employed by Faringdon Community College are expected to work within the following policies and procedures:

- Safeguarding:

Ensure that all Child protection policies are adhered to and concerns are raised in accordance with these policies.

- Health and Safety:

Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitors and work colleagues in accordance with the requirements of legislation and locally-adopted policies; including taking responsibility for raising concerns with an appropriate manager.

- Security and data protection:

Work within the confines of the Data Protection Act and to take appropriate measures to ensure the security and confidentiality of data.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Cambrian Learning Trust is committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) as part of their job role.

Person Specification

We seek the following in our leaders and have identified from where we anticipate gaining the information

Specification	Application/Reference	Essential	Desirable
Strategic direction & development	Qualified Teacher Status	✓	
	Educated to at least degree level	✓	
Professional Development	Commitment to continuous professional development reflected across career and in day to day practice	✓	
Teaching Experience	Experience of successful teaching in at least two key stages	✓	
	Proven track record of achieving impressive outcomes for students	✓	
	Experience of Middle Leadership	✓	
Leadership attributes and values	Courage, conviction and creativity to achieve the best outcomes for all	✓	
	Positive, enthusiastic outlook, creating and embracing opportunities and solutions	✓	
	Drive for improvement, sharing good practice and research with a focus on development	✓	
	Address underperformance through support and challenge, constructive conversations and coaching	✓	
	Visible and proactive presence around school, engaging with students and staff to support positive behaviour	✓	

Person Specification

Specification		Essential	Desirable
Leadership attributes and values	Effective communication and listening skills, influencing and inspiring individuals, teams and groups	✓	
	Respect, compassion, fairness and empathy towards others	✓	
	Advocacy for equality, diversity and inclusion for students and staff	✓	
	Integrity and consistency in relation to your own and the school's practice	✓	
	Mentoring and developing teams, supporting career progression and succession planning	✓	
	Collaborative partnership working, within and beyond the school	✓	
	Leading learning as a reflective practitioner committed to continued professional development	✓	
Leadership experience and capability	Ability to demonstrate strategic vision with impact	✓	
	Experience of monitoring, evaluation and review, responding to issues and building team engagement	✓	
	Ability to create implementation plans, engaging staff in sustained improvement	✓	
	Understanding of the Ofsted framework	✓	

Person Specification

Specification		Essential	Desirable
Leadership experience and capability	Experience of Pastoral leadership, creating impact and improving outcomes or experience	✓	
	Development of systems to create and sustain improvement	✓	
	Commitment to safeguarding and welfare of students and staff	✓	
	Experience of working with parents, governors and wider community	✓	
	Willingness to be involved in the wider life of the school community	✓	