



Assistant Headteacher: Teaching & Professional Learning

Applicant Pack



Outstanding Achievement for All

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The vacancy

Post advert

Deadline for applications:	11.59pm on 01 February 2026
Interviews to be held:	Week beginning 09 February 2026
To start:	01 September 2026

We are seeking to appoint an outstanding and compassionate Assistant Headteacher for Teaching and Professional Learning who is passionate about developing excellent classroom practice and supporting staff to grow and thrive. This is an exciting opportunity for a highly motivated and reflective leader to join Silverdale's Senior Leadership Team, working collaboratively with colleagues to lead high-quality teaching, evidence-informed professional learning and coaching. The successful candidate will play a key role in shaping a culture where we lead people first, value consistency and honesty, and ensure that every student experiences excellent teaching every day.

As a member of the Senior Leadership Team at Silverdale, the post holder will play a key role in leading the school with compassion, integrity and clarity of purpose. Leadership at Silverdale is rooted in the understanding that we lead people first, creating a culture built on trust, respect and high expectations. The role requires a consistent and honest approach to decision-making, underpinned by clear communication and professional accountability. Leaders are expected to be innovative in their thinking, open to evidence-informed practice and willing to challenge existing approaches where this improves outcomes for students and staff. Above all, the post holder will be a visible, supportive leader who empowers others, models the school's values and contributes positively to the collective leadership of the school.

Silverdale School is a highly successful and oversubscribed school, recently recognised as one of the top ten northern schools in The Sunday Times Parent Power Guide 2026. Student behaviour is excellent, and staff benefit from a positive, collegiate culture built on teamwork, professional trust and high expectations. Silverdale is a fantastic place to teach, grow and develop, where staff are supported to be the very best they can be and where teaching is truly valued.

Role summary

Post title:	Assistant Headteacher – Teaching & Professional Learning
Pay scale:	£67,898 to £75,049
Group:	Leadership
Salary point range:	L12 to L16
Reporting to:	Headteacher
Post holder will work with:	All teaching and support staff within the school and across the trust
Holiday and sickness relief:	By and for other teaching colleagues.
Purpose of post:	The purpose of this post is to provide strategic and compassionate leadership that secures consistently high-

quality teaching and professional learning across Silverdale. As a member of the Senior Leadership Team, the post holder will lead people first, developing staff through evidence-informed practice, coaching and a culture of trust, ensuring that all students experience excellent learning every day.

Version revised:

March 2021

Contract:

Permanent

Job description

The post holder must at all times carry out their responsibilities within the spirit of the school and trust policies and within the framework of legislation relating to academies and education, with particular regard to the statutory responsibilities of the trust and the governing body of the school.

The specific duties and responsibilities include but are not limited to:

Role as a member of the Senior Leadership Team at Silverdale

- To assist the Headteacher and Deputy Headteachers in the day to day running of the school including taking assemblies, leading duty teams, assisting in organising parental engagement events, promoting health and safety, and by attendance at extra-curricular and evening events.
- To work with the CEO, Head of School, Governors and Trustees in developing the vision and strategic direction of Chorus Education Trust, Silverdale School and the South Yorkshire Teaching School Hub.
- Ensure a school-wide focus on achievement and standards.
- To work with Chorus Trust Board and Silverdale Local Governing Body as a member of the sub- committees and through joint working.
- To promote the aims and values of the Trust and school, be a positive role model within the school, with parents and the wider community.
- To line manage staff according to school policy and support, challenge and develop them in their roles thus ensuring a culture of accountability at all levels.
- To be involved in appraisal, school self-evaluation, including termly self-review.
- To contribute to and lead aspects of the school quality assurance cycle, ensuring accurate reflection of standards, progress and other aspects of the school's work.
- To work with the Headteacher and the Senior Leadership Team on the recruitment, selection and appointment of staff across the Trust.
- To participate in and lead aspects of SLT meetings, middle leader meeting and other strategic meetings as necessary.
- To help develop an ethos of high expectations for staff and students.
- To ensure a realistic consistent and continuous school-wide focus on student achievement, especially underachieving cohorts.
- To work positively and proactively with a wide range of stakeholders in and out of school, for example our SENCO, middle leaders, colleagues in other Trust schools, external agencies, the Local Authority.
- Help develop and maintain an ethos which promotes excellent teaching, effective learning, and high standards of achievement throughout the school.

Core Purpose

- To lead on a teaching and learning coaching programme that results in measurable improvements to student outcomes.
- To lead on teacher CPD during meeting and INSET time.
- The development and implementation of impactful opportunities for professional development for all support staff.
- Implementation of the Early Careers Framework including the role of Senior ITT and NQT mentor
- Develop and lead the new staff induction programme.
- Develop and nurture outward-facing partnerships through the South Yorkshire Teaching Hub, other Chorus Education Trust Schools and other partners

Class Teacher Responsibilities

- To carry out duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document.
- To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including some provision for cover of absent teachers.
- To be responsible for teaching across all key stages.
- To deliver high quality lessons demonstrating outstanding practice and outcomes.
- To maintain positive working relationships with students and staff.

General Duties and Responsibilities

- To carry out the duties of an Assistant Headteacher as set out in the School Teachers' Pay and Conditions Document.
- To continue to meet the required standards for Qualified Teachers' status.

Support for the trust/school

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Work in a flexible way to respond to the needs of the trust and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.
- Be aware of and support difference and ensure equal opportunities for all.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Contribute to the overall ethos/work/aims of the trust/schools.
- Participate in relevant training, other learning activities and performance management as required.

- Team responsibilities: all staff are considered part of the overall trust team and may be required to provide assistance to colleagues in other areas from time to time commensurate with the role, skillset and grade.

Changes to these duties

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher/Principal.

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the governing body or board of trustees and/or senior leadership team as required. Trade union representation will be welcomed in any such discussions.

Person Specification

Job Title: Assistant Headteacher

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview R = reference
Qualifications			
Qualified Teacher status First degree and QTS. Continuing professional development INSET specific to school leadership & management.	✓		A
Further educational study or action research.		✓	A
Teaching and Learning			
An outstanding classroom practitioner. A successful record of value-added results. Extensive use of student performance data to inform classroom teaching. An understanding of how children learn, of teaching strategies and of the impact they have on children's learning. Clear set of values and knowledge of teaching and learning issues.	✓		A/I/R
Leading role in a recent whole school teaching and learning initiative. Current/recent experience of teaching post-16 and/or specialist SEND teaching.		✓	A/I/R
Experience			
Middle or senior leadership team experience with a track record of systematic improvement beyond your own classroom. A record of success in effective and efficient team management. Use of ICT as an effective management and teaching tool. Collaborative working.	✓		A/I/R

<p>Working in an inclusive school, with a mix of social and academic contexts including Pupil Premium and SEND.</p> <p>Experience in more than one teaching establishment.</p> <p>Two or more positions of responsibility in a secondary setting.</p> <p>Leadership of a whole school initiative that has raised student attainment levels.</p> <p>Previous Leadership Team experience.</p>			
<p>Experience in more than one teaching establishment.</p> <p>Two or more positions of responsibility in a secondary setting.</p> <p>Leadership of a whole school initiative that has raised student attainment levels.</p> <p>Previous Leadership Team experience.</p> <p>Working with staff in a planned evaluation programme, with a focus on raising the quality of teaching and learning (ITT/NQT/subject teams etc.).</p> <p>Study support strategies.</p> <p>Multi agency working.</p>	✓	A/I/R	

Skills, knowledge, abilities			
<p>An understanding of current educational issues for secondary schools.</p> <p>A full understanding of 11-19 curriculum issues and the lifelong learning agenda</p> <p>An understanding of the process of establishing school improvement priorities and of the role of leaders and managers in monitoring and evaluating a school's effectiveness.</p> <p>Excellent inter-personal, organisational and communication (both oral and written) skills.</p> <p>Skills in planning and managing systems.</p> <p>The ability to analyse, interpret and intervene making best use of performance data.</p> <p>The ability to work closely with staff in pursuit of their professional development.</p> <p>The ability to work as a member of a team.</p> <p>The ability to motivate students and staff.</p> <p>An understanding of the inclusion agenda.</p> <p>A clear image of what makes good and outstanding teaching.</p> <p>Experience of driving school improvement through management link meetings.</p> <p>An understanding of how to ensure students of all abilities achieve.</p>		✓	A/I/R
<p>Knowledge of schools of the future.</p> <p>Involvement with Key Stage 3 assessment after levels.</p> <p>An understanding of Academy status.</p> <p>A knowledge of the new Ofsted framework.</p> <p>An understanding of inclusion and its role in secondary schools.</p> <p>Developing the most able.</p> <p>Working with teaching schools.</p>		✓	A/I/R

Personal skills			
Positive & caring approach towards students.			
Dynamic team leader with the ability to lead and manage teams of people and to delegate effectively.			
Develop and sustain appropriate relationships, motivating and inspiring others.	✓		A/I/R
Sets personal high standards and helps others to do the same.			
Ability to maintain positive morale under pressure.			
Child protection			
A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		A/I

Silverdale School & Sixth Form

Silverdale School is an extremely popular and high achieving 11-18 comprehensive in the south west of Sheffield and is the founding school of Chorus Education Trust. Silverdale has over 1,500 students on roll including 450 in Silverdale Sixth Form. In 2020 it was named the Sunday Times Top State Secondary School in the North of the Decade, in recognition of its sustained success.



Silverdale has an excellent record of student achievement at both key stage 4 and key stage 5. At our heart is one of the country's original teaching school hubs, the South Yorkshire Teaching Hub, which includes the Sheffield Teacher Training Alliance and National Modern Languages SCITT.

At Silverdale, we benefit from a new building with excellent facilities, which was expanded in 2023 to provide further state of the art teaching facilities and a dedicated Sixth Form centre.



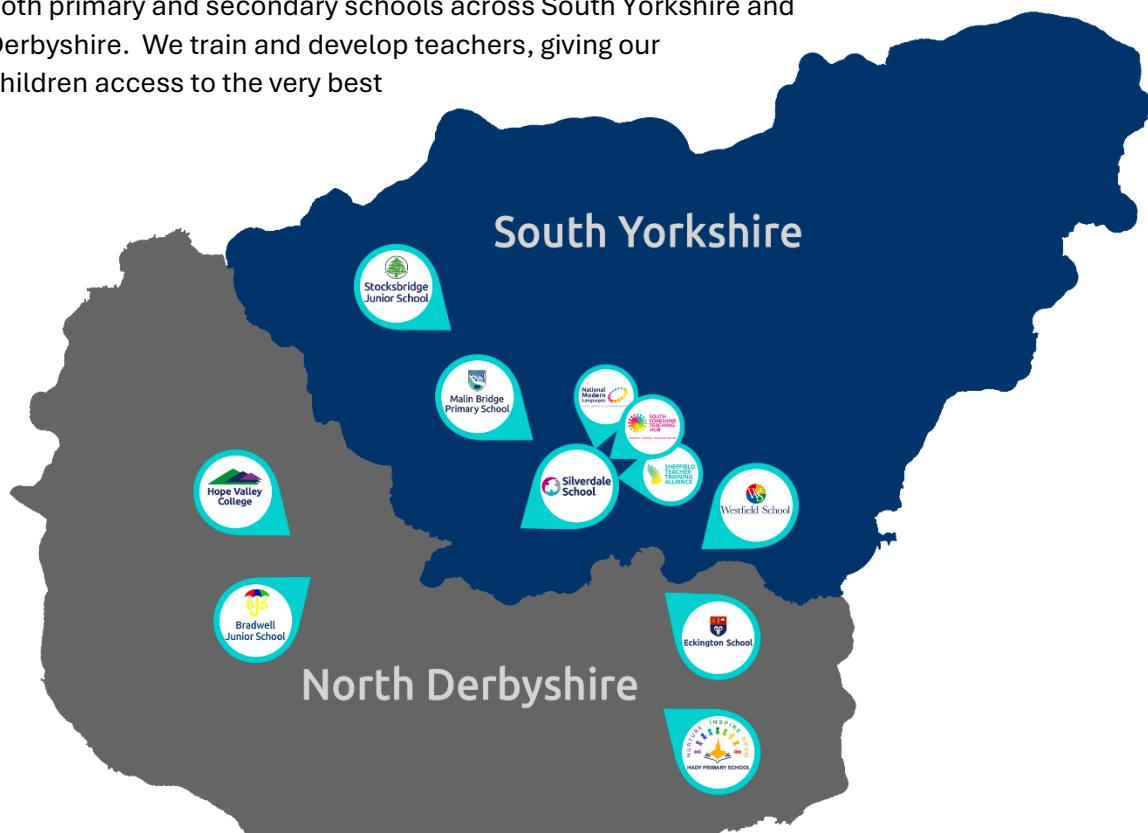
In addition to trust-wide benefits for all staff, those at Silverdale School also have access to:

- Supportive and friendly staff and leadership team.
- Free staff parking.
- Opportunity to be part of the varied extracurricular offering, including Duke of Edinburgh's Award programme.

You can view the school website at: www.silverdale.chorustrust.org.

Chorus Education Trust

Chorus Trust is a growing trust, committed to providing every child with the best education in both primary and secondary schools across South Yorkshire and Derbyshire. We train and develop teachers, giving our children access to the very best



educational thinking and practice.

Our vision is 'Outstanding Achievement for All'. We want to create a culture of success in which our children and young people can succeed. We do this through the provision of safe and supportive schools, collaborating to ensure our children benefit from a more effective spend of public money.

As part of the Chorus Trust Team, all staff have access to:

	An ethos of being a force for good ; of being part of a team that enables 'outstanding achievement for all'.		Leading edge training and development through the South Yorkshire Teaching Hub.
	A collaborative environment encouraging knowledge sharing and support.		Discounted health schemes through Westfield Health and Westfield Rewards Schemes.
	Competitive pension schemes : Teacher's Pension Scheme (teaching staff) and local government pension scheme (support staff).		Term-time only contract postholders have the freedom of having school holidays off.
	Career progression opportunities within a growing, local trust.		Support for flexible working arrangements.

You can read more about Chorus Trust at www.chorustrust.org.