



# Candidate Application Pack

# Pioneer Secondary

# Academy



Associate Assistant Headteacher

Attendance and Behaviour

# Headteacher welcome

Dear Applicant

Thank you for your interest in joining Pioneer Secondary Academy. We are a school driven by high expectations, academic ambition, and a deep commitment to the personal development of every student.

At the heart of our ethos is our motto: “Mann Jeetay Jagg Jeet” – “Conquer your mind, conquer the world.” This philosophy underpins our unwavering focus on excellence in all areas of school life. Our students are respectful, eager to learn, and ambitious for their futures, qualities reflected in our recent Ofsted report, which praised the calm, purposeful environment and strong relationships that define our community.

We set and uphold high standards of behaviour and mutual respect across the school. Our culture is one where every student is known, supported, and expected to contribute positively to our community, allowing learning to flourish in every classroom.

We are proud of the progress we have made and are unapologetically ambitious for our next phase of development. Staff at Pioneer benefit from a supportive leadership team, a culture of professional growth, and a shared commitment to raising standards through high-quality teaching and a strong, well-sequenced curriculum.

As a Sikh ethos school, we promote our RAISE values of Respect, Aspiration, Integrity, Seva (selfless service), and Equality, welcoming staff and students of all backgrounds and beliefs to thrive in a culture of inclusion and high achievement.

We look forward to receiving your application and to the possibility of you joining us on our exciting journey of improvement and excellence.

Shilain Keshani

Headteacher





# About us

Pioneer Secondary Academy is a vibrant and ambitious school with a strong reputation for academic achievement and personal development. As part of the Sikh Academies Trust, we are rooted in Sikh values but proudly inclusive, welcoming staff and students of all faiths and none.

Our ethos promotes selfless service, respect, equality, and aspiration. These are values that shape our inclusive and respectful school culture. As a result of our strong values and sustained improvement, we are now an oversubscribed school, reflecting the trust our community places in us.

We have extremely high expectations for behaviour, learning, and personal conduct. Our RAISE values of Respect, Aspiration, Integrity, Seva (selfless service), and Equality underpin everything we do and create a calm, purposeful learning environment.

## **What Ofsted say**

Inspectors praise our “calm and purposeful” atmosphere, strong relationships, and pupils’ positive attitudes to learning. Inspectors commend our welcoming and respectful culture, noting that pupils “live and breathe the school’s values.”

Behaviour is described as exemplary, with pupils showing genuine care and respect for one another, and sixth formers acting as outstanding role models.

Our curriculum is recognised as broad and balanced, with effective support in place for pupils with special educational needs and/or disabilities (SEND). Ofsted also praise our strong personal development programme and high-quality careers guidance, which ensure pupils are well-prepared for their next steps. Parents are overwhelmingly positive, highlighting the school’s significant improvements and how happy their children are to attend.



# The role

**Role:** Associate Assistant Headteacher (Attendance and Behaviour)

**Apply by:** Thursday 19 February

**Start date:** April 2026

The Associate Assistant Headteacher for Attendance and Behaviour will lead the strategic development of a positive and inclusive culture where high expectations for conduct, engagement and attendance are consistently upheld. The role focuses on ensuring that pupils feel safe, respected and motivated to attend regularly, supported by clear routines and expectations that promote calm and purposeful learning across the school.

The post holder will use robust data and professional judgement to identify trends, remove barriers to attendance and address behaviour concerns early and effectively. Working closely with pastoral leaders, families and external partners, they will ensure that pupils who are vulnerable or at risk of disengagement receive timely and targeted support. Expectations will be applied fairly and consistently, with approaches that promote responsibility, reflection and positive behaviour choices.

Through strong leadership and ongoing evaluation, the Associate Assistant Headteacher will embed practices that reduce disruption, improve attendance and strengthen pupils' attitudes to learning. By supporting staff, refining systems and modelling high standards, the role will contribute directly to pupils' wellbeing, personal development and academic success.

# How to apply

Visits to the school are encouraged to meet the team and get a sense of our wonderful school. Applicants are encouraged to apply promptly, as we reserve the right to close this vacancy early if a suitable candidate is appointed before the deadline.

Please apply through the My New Term Portal or the DfE Teaching Vacancies website.

To visit the school, please email [office@psa-bucks.com](mailto:office@psa-bucks.com) with your request.

# Our values

Students at PSA are taught our core values of Respect, Aspire, Integrity, Seva and Equality. Our values are represented in the word 'RAISE' and consist of the characteristics that we believe underpin the development of our students.



## Our Values

### Pioneer Secondary Academy

#### Respect

Show tolerance and empathy towards others.



#### Aspire

Set ambitious goals.  
Have no limit.



#### Integrity

Always do what is right.  
Be honest and trustworthy.



#### Seva

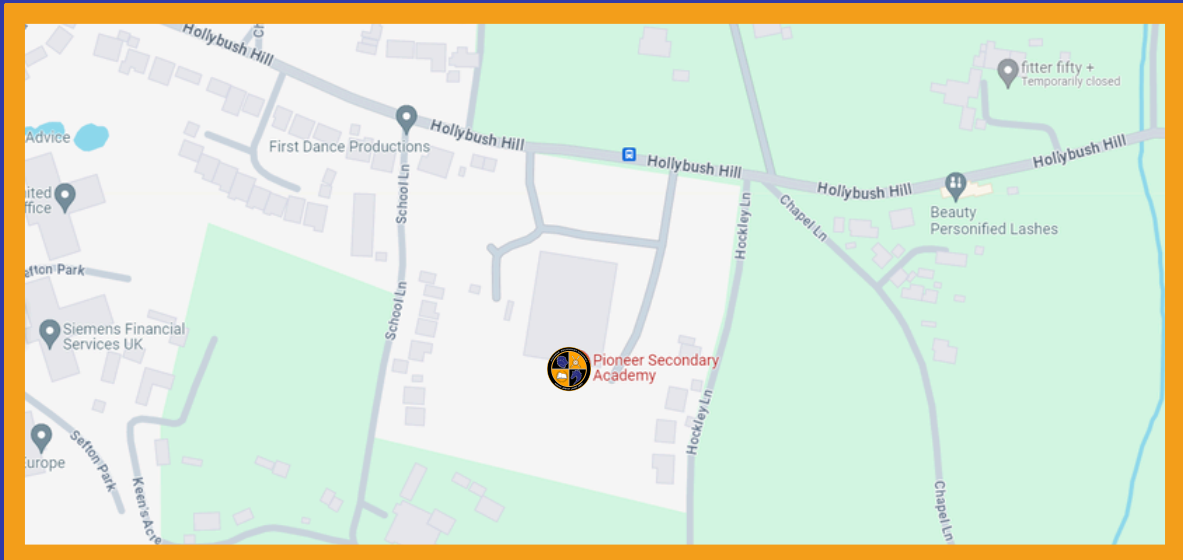
Always seek to help others.  
Be selfless.



#### Equality

Embrace our differences.  
Treat everyone fairly.





We are located in Stoke Poges, with transport links to Slough (106 and 107 bus). We are close to the A40 and M4 motorway. Heathrow airport is approximately 25 mins away by car.

Contact us:

Pioneer House, Hollybush Hill,  
Stoke Poges, SL2 4QB

01753 662 009

[office@psa-bucks.com](mailto:office@psa-bucks.com)

