



Arts & Media School ISLINGTON

Deputy Head Teacher
Teaching and Learning and
Attainment
Recruitment Pack



**Artsmark
Platinum Award**
Awarded by Arts
Council England



Deputy Head Teacher Teaching and Learning and Attainment

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Arts & Media School
ISLINGTON

Turtle Road, Islington
London, N4 3LS

020 7281 5511
contact@artsandmedia.islington.sch.uk

Deputy Head teacher
Teaching, Learning and Attainment
Full time, permanent, September 2026 –

A request to work part time will be considered for the right candidate
L20 – L24

£92,447 to £100,951

Due to the resignation of our current Deputy Head for Teaching and Learning and Outcomes, an opportunity has now opened for an inspiring leader who shares our vision of a core academic education enriched by a creative curriculum.

Arts & Media School Islington is an exceptional community of staff and students. The school was rated as good by Ofsted in April 2023. Arts and Media School Islington is an inclusive inner city school that welcomes pupils from diverse backgrounds. Core values that underpin our school ethos are confidence, aspiration, respect and reflection.

School visits are welcomed but have no bearing on the shortlisting process. Please email Ms King h.king@amsi.school

Please apply for this position and view our application pack by:

- Using the school Teacher Application which can be found on our website;
www.artsandmedia.islington.sch.uk
- Apply through the TES



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Closing date for all applications: Friday 10th April 2026

Shortlisting: w/c 13th April 2026

Interview process:

Session 1: Friday 17th April 2026 - Tasks. Candidates who are successful will be invited to the panel interview.

Session 2: Interview - Monday 20th April 2026

We look forward to receiving your application.

Please note:

In line with KCSIE 2023 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.



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March 2026

Dear colleague

Thank you for expressing an interest in the post of Deputy Head teacher – Teaching and Learning and Attainment at Arts & Media School Islington from September 2026. The vacancy has arisen due to the current staff member retiring at the end of the academic year. As a Senior member of staff, you will assist the Head teacher in the strategic leadership and management of the Arts and Media School Islington (AMSI) community as we work to deliver on our school priorities in our school development plan.

I would welcome a mindset that was open to collaborative and creative thinking as we all work together to realise the school's vision of every child a scholar. The Governors of the school are seeking to appoint an outstanding professional who meets the following criteria:

In a nutshell, can you demonstrate:

- successfully leading and managing change at whole school level
- a proven track record of raising standards and achievement in the curriculum
- leading inclusive Teaching and Learning through strong pedagogy in the classroom
- the ability to be analytical and work confidently with data systems to impact change

We celebrate a creative ethos and our Artsmark Platinum status recognises this unique selling point of the school. Our learning community is vibrant, diverse and an exciting place to work. Our context reflects that of an innercity comprehensive setting filled with students who are eager to learn and build relationships.

I am looking for a colleague to join us and bring enthusiasm and creative ideas with a can do attitude. You can be assured of a team of teachers, support staff and leaders that are committed to our school community and emulate the cornerstones that underpin our ethos.



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Turle Road, Islington
London, N4 3LS

020 7281 5511
contact@artsandmedia.islington.sch.uk

I welcome your application and if requested, an opportunity to visit the school.
Contact my PA Hayley King h.king@amsi.school to organise this. Of course, take a look at our website as it will give you a good grasp of the wonderful school that we are.

Yours sincerely

Susan Service
Head teacher

About the school

Arts and Media School Islington is a diverse, comprehensive, Inner London community school for students aged 11-16. We are based in Finsbury Park in the London Borough of Islington and was rated a “Good” school in its last Ofsted inspection in 2023. We are a smaller than average school with approximately 580 students on the roll, with the majority of our students coming from local primary schools in Islington, Hackney and Haringey. We are tucked away at the end of a cul-de-sac on Turle road near Finsbury Park and as such, we are hidden away but very much a thriving community of confident young people and adults.

This table shows the school context through a data lens.

October 2025																				
Year	PAN	Cohort	LOW	MIDDLE	HIGH	Average KS2	Average CATS	F	M	SEN E	SEN K	SEN Total	White	Black Caribbean	Black Other	Black Somali	EAL	FSM	PP	
7	120	90	28%	53%	19%	103	92	59%	41%	6%	20%	26%	21%	9%	9%	14%	42%	69%	71%	
8	150	98	29%	46%	24%	103	97	54%	46%	10%	17%	28%	16%	4%	17%	19%	44%	66%	66%	
9	150	97	33%	51%	16%	102	95	37%	63%	5%	16%	22%	18%	9%	11%	18%	44%	67%	68%	
10	150	138	39%	49%	12%	101	96	45%	54%	6%	18%	24%	17%	9%	11%	12%	36%	64%	64%	
11	150	152	36%	56%	8%	102	96	45%	55%	3%	28%	20%	11%	5%	16%	19%	43%	63%	64%	
ALL	720	575	33%	51%	16%	102	95	48%	52%	6%	20%	24%	17%	7%	13%	16%	42%	66%	67%	

We are a Platinum Artsmark Council accredited school and this validates our unique selling point of creativity and care for our students. We are well-resourced to provide an excellent teaching and learning environment and outstanding creative spaces therein. We employ 84 teaching and support staff which includes a pastoral structure of non - teaching Heads of Year to support the personal development of our young people.

Vision and ethos

Our vision is to be a confident learning community, developing young minds and talent through an academic core enriched by a wider creative curriculum. We believe that every child should be given the opportunity to be a scholar.

Our vision centres on four core values that contribute to the ethos of our school culture:

Confidence: we secure and embed our strength and resilience and challenge ourselves to develop further

Aspiration: in all areas we actively hold the highest expectations

Respect: every member of the community is celebrated

Reflection: we stop and think regularly about what we are doing and why

The ethos of our school is built around being an inclusive, diverse, welcoming and supportive community with student achievement and student well-being at the heart of all that we do. We have created an environment in which students feel happy, safe and secure and where they all understand the school expectation of the “Big Ten” to nurture excellent students both within the school community and in the wider community.

Teaching and learning

We have high aspirations and strong expectations of our whole school community. We are committed to ensuring that our pupils enjoy a creative and rich educational experience that prepares them for further education and to find their own success in life. We offer a robust academic core at the heart of our curriculum with arts and media subjects as our specialism. Our staff are committed and dedicated professionals who all believe in the importance of a positive student experience and they give selflessly their time and commitment to the pupils and their parents and carers. Our students are extremely receptive to good teaching, their behaviour is good and they thrive on the curriculum and the pastoral care provided. Our website, and Ofsted reports give further insight into our community as we have been a consistently good school serving our community through trauma informed lens to recognise the varying needs within it.

Benefits & Rewards

Arts and Media School employees benefit from:

- A wellbeing focus through an SLT lead, gym equipment on site, park space opposite the school, early finish in the summer term when possible.
- Targeted CPD with AMSI Ed and external school CPD providers e.g. Special networks
- Disaggregated days for twilight INSET which gives all staff an earlier start to the summer holidays.
- Staff events e.g. BBQ's, Christmas lunch and dinners, team sports
- Scheduled weekly access to the Head through Head's surgery
- We offer an employee assistance plan which provides free, confidential and responsive support both to staff members and to their family members over 18. This includes:24/7/365 confidential freephone support and telephone, online and face-to-face counselling support
- Early finish at the end of each term (our students are dismissed at 12.20pm)
- The leadership focuses on work life balance of staff through various planning and procedural expectations that are efficient and effective. Meetings are always structured and relevant.
- Leave of absence requests are assessed respectively on an individual basis and in line with the guidance at the Head's discretion
- Access to benefits from working for the borough of Islington:
 - salary sacrifice schemes e.g. Affordable gym membership/cycle schemes/tech schemes
 - loans and awards e.g. season ticket loans/personal loans,
 - recognition and health e.g. long service awards/free eye test/Get active programmes -retirement and financial wellbeing training

Above all, it has been consistently fed back by visitors and staff alike that AMSI is a welcoming environment where as a new member of the community, you will find support from your peers and the leadership team. We always endeavour to work collaboratively as TEAM AMSI and as such get the job done for the benefit of our young people.



Arts & Media School
ISLINGTON

Job Description

Deputy Head -Teaching, Learning and Attainment.

Confident

All members are actively learning and developing.

Aspirational

An academic core, enriched with creative and specialist pathways.

Respectful

All members manage themselves well and respect each other.

Reflective

All members celebrate, support and help each other.

All appointments at Arts and Media School Islington are made in accordance with the agreed school's Equal Opportunities Employment Policy.

All employees are expected to adhere to the agreed School Policies as set out in the Staff Handbook.

Person Responsible to: Headteacher

Purpose:

1. To provide strategic leadership across the school community as a lead member of the senior leadership team under the overall direction of the head teacher.
2. To deputise for the head teacher

Key responsibilities: To lead and be accountable for the following across the school

- Strategic oversight of pupil progress for all students through monitoring, target setting, challenging and accountability processes.
- Strategic management of faculty reviews, subject development, quality of teaching and learning, assessment and marking
- Oversight of staff training and development
- Performance management support to ensure teaching standards are met
- Strategic management oversight of teaching and support staff in charge of the curriculum strands, school reporting and data.
- To strategically lead the planning of the curriculum and the construction of the timetable

- To lead on whole school initiatives as directed by the head teacher

The role of members of the senior team can change in agreement with the head teacher to reflect the needs of the school and afford each member of the leadership team the opportunity to gain experience in all aspects of school leadership.

Other duties and responsibilities

As a member of the head teacher's team:

- To demonstrate and articulate high expectations and set realistic, obtainable targets for the whole school community.
- To take a strategic role in the development of new and emerging technologies to enhance the monitoring, tracking and development of school initiatives and procedures.
- To monitor, evaluate and review classroom and school wide practice and promote improvement strategies.
- To challenge underperformance at all levels and ensure effective corrective actions and follow-up.

Work with the head teacher, developing self and working with others

- To treat all people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- To build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- To ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- To acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- To develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- To regularly review own practice, set personal targets and take responsibility for own personal development.

Work with the head teacher in managing the organisation

- To create an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements.
- To produce and implement clear, evidence based improvement plans and policies for the development of the school and its facilities.
- To manage the schools' financial and human resources effectively and efficiently to achieve the schools' educational goals and priorities.
- To recruit, retain and deploy staff appropriately and manage their workload to realistically achieve the vision and goals of the school.
- To manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum, health and safety regulations.
- To ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.
- To use and integrate a range of technologies effectively and efficiently to manage the school.
- To comply with policies and procedures relating to the code of conduct, safeguarding, health and safety, security, confidentiality and data protection etc.

Work with the head teacher to secure accountability

- To fulfil commitments arising from contractual accountability to the governing body.
- To develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- To develop and present a coherent, understandable and accurate account of the schools' performance to a range of audiences including governors, parents and carers.
- To reflect on personal contribution to school achievements and to take account of feedback from others.

Work with the head teacher in strengthening community

- To build a school culture and curriculum that takes into account the richness and diversity of the school's communities.
- To create and promote positive strategies for challenging racial and other prejudices and dealing with racial harassment.
- To ensure learning experiences for students are linked into and integrated with the wider community and to ensure that students have opportunities to take on leadership roles within the school and the wider community.
- To collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- To create and maintain an effective partnership with parents and carers to support and improve student' achievement and personal development.
- To seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- To contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and colleges and promoting innovative initiatives.
- To co-operate and work with relevant agencies to protect children.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holders professional responsibilities and duties. The post holder may at times be required to perform additional duties commensurate to the post by the head teacher.

Deputy Head-Teaching, Learning & Attainment : Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Qualified teacher status	✓		A
Good honours graduate	✓		A
Evidence of good personal/professional development within leadership or related area	✓		A/I
Masters degree or equivalent		✓	A
Leadership Pathways or other recognised management qualification		✓	A
NPQH		✓	A/I

Experience	Essential	Desirable	Assessment
Evidence of <i>successful</i> senior leadership e.g. deputy head	✓		A/I
Evidence of ability to raise the standards of the quality of teaching and learning and improve student outcomes.	✓		
Proven track record of excellent classroom practice	✓		A/I/R
Evidence of successful leadership and management through monitoring and evaluation strategies.	✓		A/I
Experience of school development, planning and implementing the vision to take the school forward	✓		A/I
Involvement in whole school training initiatives related to school improvement		✓	A/I
Experience of conducting performance management, coaching and mentoring staff	✓		A
Experience of holding staff and teams accountable, challenge underperformance and implement rigorous review and evaluation	✓		
Experience of working with external agencies		✓	A/I
Experience and willingness to teach across the curriculum	✓		

Knowledge and Understanding	Essential	Desirable	Assessment
Clear understanding of the challenges and opportunities involved in effective school leadership	✓		A/I
Clear understanding of the secondary curriculum and its assessment	✓		A/I
Evidence of knowing when to make a decision, when to consult, and when to refer to head teacher , as well as the capacity to deputise for head teacher	✓		A/I
Ability to use assessment data to inform planning and set targets	✓		A
Ability to use the Google platform and digital tools to progress teaching and learning	✓		A/I /R

Teaching and learning	Essential	Desirable	Assessment
Proven track record of raising standards and delivery against targets	✓		A/I/R
Proven track record of improving teacher or department performance	✓		A/I/R
Evidence of the ability to lead on the analysis, understanding and interpretation of data, including the use of benchmark information	✓		A/I/R
Experience of monitoring and evaluating classroom practice through regular observations	✓		A/I
Evidence of the ability to build and lead effective teams and contribute to setting strategic direction	✓		A/I
Evidence of using ICT systems in the strategic leadership and management of teaching and learning; effective use of management information systems to raise academic standards.	✓		A
Leadership	Essential	Desirable	Assessment
Ability to lead, provide vision and command respect	✓		I/R
Highly motivated and able to motivate and inspire staff and students	✓		A/I/R
Ability to delegate responsibility and provide a focus for improvement	✓		I
Ability to innovate, manage change and evaluate its impact	✓		A/I
Ability to represent and be an ambassador for the school externally	✓		I

Personal Qualities	Essential	Desirable	Assessment
Personal impact and presence which inspires others	✓		I/R
Positive and energetic approach towards work	✓		I/R
Tenacious and able to pursue matters to a close	✓		I/R
High level of oral and written skills	✓		A/I
High expectations of self, students and colleagues	✓		I

A = Application

I = Interview

R = Reference



Priorities 2025 - 2026

“Every Child a Scholar” within a creative and caring community built on our cornerstones of confidence, aspiration, reflection and respect.

SKPA 1: Quality of Education working towards “Strong outcomes and progress whilst reducing gaps between subjects and groups of students through collaborative design.”

- 1.1 All teachers work collaboratively to design learning experiences that work for all students, providing multiple ways to engage and show understanding.
- 1.2 All teachers collaborate to design assessment for learning approaches that support feedback and reflection.
- 1.3 All teachers work together to design curriculum access through multiple means of representation and expression, recognising that literacy develops through varied pathways.

SKPA 2: Behaviour and Attitudes working towards “All students demonstrating positive attitudes to their education and behave consistently well through self regulation”

- 2.1 All staff are actively improving attendance and punctuality of our students.
- 2.2 All staff use praise and rewards to create a culture of positivity and high expectations for all students.
- 2.3 All staff consistently reinforce the behaviour and uniform expectations with all students especially those that have high needs.

SKPA 3: Personal development working towards “All students have their personal development needs met through an inclusive extracurricular provision.”

- 3.1 All staff support pupils to be resilient and independent, and to develop strength of character.
- 3.2 All staff will equip students to develop their skills in speaking, listening and engaging with others.
- 3.3 All staff support students’ extracurricular experiences through external trips, internal events and on-site clubs for all students.

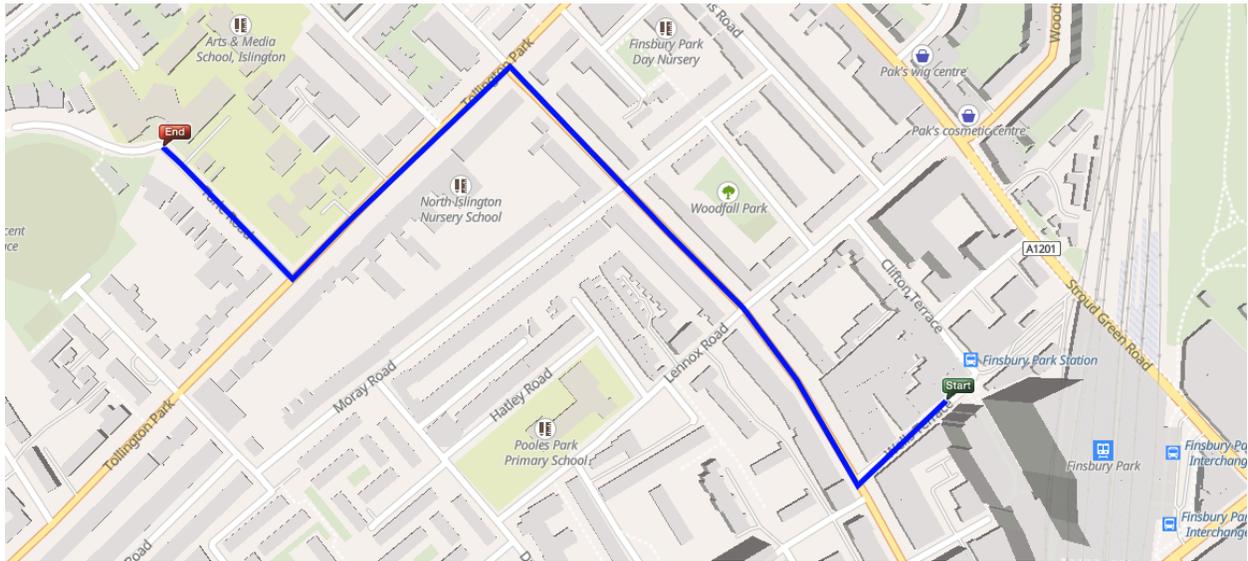
SKPA 4: Leadership and Management working towards “Middle and Senior leadership embedding consistent practice through accountability and support.”

- 4.1 All leaders will ensure staff consistently implement school policies and teaching standards expectations.
- 4.2 All leaders enable staff to develop and use digital skills and technology to enhance curriculum delivery.
- 4.3 Teachers and support staff have access to quality CPD to meet the needs of the school community.

Reminder: Artsmark Principles

- Striving for excellence and innovation.
- Being authentic.
- Being exciting, inspiring and engaging.
- Ensuring a positive and inclusive experience.
- Actively involving children and young people.
- Enabling personal progression.
- Developing belonging and ownership

Directions to Arts & Media School Islington



- Exit Finsbury Park Station at the Wells Terrace exit.
- Turn left onto Wells Terrace and head to Fonthill Road.
- Turn right onto Fonthill Road and walk up to Tollington Park.
- Turn left onto Tollington Park and walk to Turle Road.
- Turn right onto Turle Road and walk to Arts & Media School Islington.



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Healthy Schools