



## Assistant Headteacher

# Alderman Cogan's Church of England Primary Academy

Salary: L1-L5 (£51,773 - £57,137)

Required: September 2026

Closing date: Friday 8th May 2026

Interview date: Friday 15th May 2026



## Job Advertisement

### About the Trust

Ebor Academy Trust is a family of schools located across North and East Yorkshire, York and the Humber region. We think of ourselves as being one school across many sites, working collaboratively to deliver high quality, rich and engaging education in our diverse communities. Our aims are to enable all our learners to flourish and to open doors for their very best futures.

We genuinely seek to live by our values of Excellence, Belonging, Opportunity and Respect; these underpin how we work and how we relate to each other. We have high ambitions for our learners and staff and aim to deliver this through a culture of continuous development, support, kindness and understanding. We are a friendly trust that puts people first.

### About the role

Alderman Cogan's Church of England Primary Academy have an exciting opportunity to welcome an Assistant Headteacher into their hard working and dedicated team. This is a full time, permanent position within the school.

We are looking for someone who:

- Has DSL experience.  
Is driven to improve themselves and the school in which they work, and is highly committed to the vision and culture of the school and trust.
- Can demonstrate determination, imagination and commitment to sustained improvement
- Is passionate about teaching and learning, and believes in developing the true potential and raising the aspirations of all of our children.
- Is an exemplary role model with strong leadership and organisational skills.
- Can nurture, inspire, challenge and motivate pupils and staff alike.
- Has the necessary ambition and drive to achieve success in the role and in their future career.
- Has the ability, desire and dedication to maintain and strengthen links with parents, Governors and the wider community.
- Can work collegiately in shaping the future of the school and wider academy trust.



### **Job Purpose:**

- To demonstrate effective teaching to facilitate learning, securing outstanding outcomes for all pupils;
- To raise standards of teaching and learning with special responsibility as designated safeguarding lead;
- Lead by example and effectively manage the school, staff and resources in collaboration with others.

### **Key Responsibilities:**

- To be an outstanding practitioner, mentoring and coaching others to be the same;
- To lead on ensuring an innovative approach to securing outstanding outcomes for all children;
- To support others in the effective use of pupil progress data to optimise learning for all children;
- To support and assist the Headteacher on a day to day basis with the management, leadership and running of the school;
- To work cooperatively with colleagues, and taking a lead where appropriate, in the implementation of the School Development Priorities;
- To be an active member of the Senior Leadership Team;
- With the Headteacher, be involved in effective recruitment and selection of staff in line with the strategic direction of the trust;
- Ensure the safeguarding of the pupils of the school in line with best practise and relevant legislation;
- In collaboration with the Headteacher, promote, embed, secure and monitor all agreed policies in the academy;
- Undertake any relevant professional duties delegated by the Headteacher;
- Establish a sensitive and inspiring relationship with parents and carers, developing a wide range of high quality provision to contribute to high aspirations and outcomes for children;
- Ensure that all children make optimal progress even when there are barriers to learning, through excellent systems and provision for all;
- Complete rigorous interrogation of data concerning pupil progress and outcomes to optimise teaching and learning for all children and to drive up standards;
- Any other duties commensurate with the post as may be required from time to time.
- Duties may change over time and as such this job description may be subject to review in consultation with the post holder.

## **Working with us:**

All new starters with the Trust receive a thorough induction programme, followed by a programme of training which is targeted to the role. But it doesn't stop there, all staff receive development on an ongoing basis and we actively encourage career development through a range of continuous professional development and longer programmes of learning, including NPQs.

We offer generous terms and conditions of employment. All our staff have access to a comprehensive Wellbeing Programme to help you and your family stay healthy. This includes access to free private GP and nurse appointments, exercise advice and classes, plus a variety of specialist clinics as well as counselling services. We also offer significant discounts on many high street shops, online retailers and travel agents, not to mention free car parking at all our schools, an enviable pension scheme, sick pay and family friendly policies.

The Trust is striving to be an inclusive and diverse organisation, where everyone feels able to be themselves and experiences a strong sense of belonging. The Trust wholeheartedly supports the principle of equality and diversity in employment and opposes all forms of unfair or unlawful discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sex. We encourage and support the recruitment, retention and career development of people from as wide a range as possible of ethnic, cultural and social backgrounds and seek to develop a community of staff that accurately represents society as a whole. All applications for employment with the Trust will be considered against the criteria outlined in the person specification for the position advertised.

**We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to, amongst other things, an enhanced DBS check. Please see the Trust's Recruitment Policy for further information.**

**For enquiries about this role or to apply please contact [admin.acs@ebor.academy](mailto:admin.acs@ebor.academy)**

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**Visits to the school are encouraged and warmly welcomed.**

**To book a visit, please contact the admin team on 01482 376203.**

