

# ASSISTANT HEAD (SIXTH FORM) INFORMATION PACK MARCH 2026



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# Dear Colleague

We are delighted that you are interested in the position of Assistant Headteacher (Sixth Form) at Chestnut Grove Academy, a proud member of Wandle Learning Trust.

Chestnut Grove Academy is a high-achieving, forward-thinking and inclusive community. Our long-standing tradition of academic rigour, combined with a distinctly creative ethos, defines our identity and drives our ambition.

We are seeking a passionate and knowledgeable leader who shares our commitment to inclusion, social mobility and academic excellence. At Chestnut Grove, we believe deeply in every young person's potential and work together to ensure all students are supported to thrive through high

expectations and an ambitious, academically rigorous curriculum.

If you are motivated by purpose, enjoy working collaboratively and want to make a genuine difference for young people and the wider community, we would love to hear from you. Please contact [headsoffice@chestnutgrove.org.uk](mailto:headsoffice@chestnutgrove.org.uk) for an informal chat or to arrange a visit.

**Violeta Fabiani**

Head of School, Chestnut Grove Academy

As an Assistant Headteacher working within Wandle Learning Trust you will be part of a senior leadership team who have the autonomy to make decisions in the best interests of your pupils and their families, while sharing our strategic vision of an outstanding education for all – no excuses.

Our 10 Trust schools serve pupils aged 3 to 19 from a diverse range of backgrounds. Collaboration and best-practice sharing within and across phases and subject areas enriches the curriculum at each school. It also offers excellent professional development for our Headteachers and their staff teams. Our bespoke school improvement model means that you will benefit from meaningful, supportive professional relationships with peers from across the Trust.

Inclusion runs as a guiding principle through everything we do, underpinning all of the strategic priorities in our five-year Trust Development Plan.

Uniquely amongst multi-academy trusts, Wandle Learning Trust incorporates a Teaching School plus Maths and English Hubs and a market-leading DfE-validated SSP, Little Wandle Letters and Sounds Revised.

Our dedicated teacher and curriculum development arm, Wandle Learning Partnership,



supports our Hubs to meet both the requirements of our commissioners, the Department for Education, and the development needs of the Trust itself. All our Trust Deputy and Assistant Headteachers have the opportunity to shape and deliver this work, as well as benefiting from sector-leading CPD within their own school.

We hope the above has given you a good flavour of the opportunities on offer as an Assistant Headteacher within our Trust and we look forward to receiving your application.

**Mark Siswick MBE** and **Christian Kingsley**  
Co-CEOs, Wandle Learning Trust



# About our School

Chestnut Grove is an inclusive academy serving approximately 1,330 students, including a thriving Sixth Form of over 300 learners. Since moving into our state-of-the-art facilities in 2017, the school's environment has been transformed, providing exceptional resources that empower both staff and students to achieve their best.

The Chestnut Grove curriculum provides a rigorous, knowledge-rich, transformational education, encapsulated through our PROUD (Positive, Resilient, Open-minded, Unified, Determined) values, which prepares our students to succeed at university, thrive in employment and lead fulfilling lives. It is the embodiment of our ethos of a creative learning community, which marries traditional with dynamic approaches to teaching and learning. Our curriculum is fully rounded. Academic rigour forms the core of our curriculum, balanced thoughtfully with a rich offer of creative learning that permeates every subject area.

Beyond this, our personal curriculum ensures that every student feels a strong sense of belonging, grows in character and develops the confidence to navigate an ever-changing world.

At the heart of everything we do lies a commitment to systemic inclusion: a principled and deliberate integration of equity, diversity and belonging into every aspect of school life. Our guiding principles ensure ambitious expectations for all and equitable access to the opportunities that enable every student to thrive. We are exceptionally proud of our students. Their ambition, resilience and talent are reflected in examination results that continue to strengthen year on year, with excellent outcomes at both GCSE and A Level. We take particular pride in the fact that our disadvantaged students significantly outperform their peers, which is a powerful testament to our unwavering commitment to inclusion and social mobility.

More importantly, our young people are grounded, curious and compassionate. They recognise their role within our community and the wider world and they approach it with courage, empathy and integrity.

These qualities grow from a culture of high expectations, strong relationships and the security of a community where every child is known, supported and challenged.

We believe wholeheartedly that staff who feel a sense of belonging are best placed to instil that same confidence and security in our young people. Staff wellbeing is therefore paramount.

Guided by the NFER's tripartite model, we nurture competency, autonomy and relatedness to ensure that wellbeing, workload and belonging remain high across the organisation.

# About the Trust



As part of Wandle Learning Trust, Chestnut Grove Academy enjoys the support of our teacher and curriculum development arm, Wandle Learning Partnership. Our Partnership consists of Department for Education designated Teaching School, English and Maths Hubs.

As well as supporting schools both regionally and nationally, our Partnership offers unique opportunities to all Trust staff to develop their subject and leadership skills. Senior leaders within our schools have the opportunity to shape and deliver high-profile school improvement work that benefits their own school, as well as hundreds of others.



London South West Maths Hub is also part of Wandle Learning Trust, working in partnership with Belleville Primary School. The Hub - run out of Chesterton Primary School - is one of 40 Maths Hubs across the country. This means that Chestnut Grove Academy staff and students benefit from the support of consistently outstanding maths provision.

The London South West Maths Hub supports schools in five boroughs (Wandsworth, Merton, Sutton, Kingston, Richmond) through a range of national and local projects each year.



The core purpose of the Hub is to engineer a school-based support network to develop mastery style teaching at all levels of education.

## EnglishHubs

Wandle at Chesterton Primary

Chestnut Grove Academy staff and students also have the support of Wandle English Hub - a status awarded to Chesterton Primary School on account of outstanding English teaching and learning. The Hub works with 16 boroughs across London, supporting schools to achieve excellence in early literacy teaching.



Working across Merton, Wandsworth, Richmond and Kingston, Wandle Teaching School Hub is one of the longest-

established hubs in the country with a reputation for excellence.

From the Early Career Framework, through to NPQs, the Hub partners with UCL to offer targeted professional development and support at all career stages.



Little Wandle is our partnership with Little Sutton Primary School to create high-quality, evidence-informed literacy programmes to support educators to reach every child, no matter their starting point or background.

Our primary programme, Little Wandle Letters and Sounds Revised is used by almost 6,000 schools. We have recently launched Little Wandle Code, an all-in-one phonics intervention and assessment programme for struggling Key Stage 3 readers.

# Job Description

**Post:** Assistant Headteacher  
Sixth Form

**Salary:** Leadership Scale (L8–L15)

**School/Location:** Chestnut Grove Academy (the postholder may also be required to work at other schools and sites within the Wandle Learning Trust)

**Reports to:** Head of School

**Line manages:** Head of Sixth Form. All Assistant Headteachers are also responsible for line managing designated departments.

## Role Purpose

The Assistant Headteacher (Sixth Form ) provides senior leadership for post-16 provision, with a clear focus on securing high standards in curriculum quality, teaching and learning, inclusion and student outcomes. Working under the direction of the Head of School, the postholder leads improvement across Key Stage 5, ensuring that post-16 study programmes are ambitious, coherently planned and effectively implemented, and that their impact is evidenced through strong achievement, retention and destinations.

The role contributes directly to the school's effectiveness in sixth form provision, quality of education, personal development and leadership and management. The Assistant Headteacher (KS5) works collaboratively with senior leaders, Heads of Department, Raising Standards Leaders and the Sixth Form team to ensure that post-16 study programmes are well sequenced, inclusive and responsive to students' needs, and that students are well prepared for their next steps in education, employment or training. This role carries responsibility for a significant area of the School Improvement Plan and offers the opportunity to influence curriculum quality, develop staff expertise and make a sustained impact on post-16 outcomes, inclusion and destinations.

## KEY RESPONSIBILITIES OF THE POSTHOLDER

### Strategic Leadership

- Lead with a clear and compelling vision for the Sixth Form that aligns fully with the school's curriculum intent, ethos and PROUD values.
- Shape, communicate and model this vision consistently, working collaboratively with the Sixth Form team and the Senior Leadership Team to implement it effectively across all aspects of KS5 provision.
- Ensure that the curriculum is coherently designed, consistently delivered and continually strengthened so that students experience an ambitious, inclusive and values-driven post-16 education that prepares them exceptionally well for their next steps.
- Contribute actively to the Senior Leadership Team, supporting the Head of School in shaping and delivering the school's strategic priorities.
- Contribute to school self-evaluation and improvement planning through evaluative, evidence-informed leadership, including oversight of designated departments, year groups and the performance management of staff.
- Work collaboratively with other senior leaders to ensure coherence between KS5 and whole-school provision.

### Teaching and Learning

- Lead the development and quality assurance of a rigorous, coherent and aspirational KS5 curriculum.
- Work with Heads of Department and subject leaders to strengthen curriculum sequencing, assessment and progression across post-16 pathways.
- Champion evidence-informed approaches to teaching and learning within the Sixth Form.

- Embed agreed pedagogical priorities consistently across KS5, ensuring Teaching and Learning is excellent and there is consistency of approach from Year 7 through to Year 13.
- Use evaluation findings to inform professional dialogue, support improvement and shape targeted CPD.

### Assessment and Outcomes

- Lead the strategic use of assessment and performance information to support strong student outcomes in KS5.
- Analyse data to identify strengths, trends and priorities for improvement.
- Support the delivery of high-quality information, advice and guidance to students throughout their post-16 journey.
- Ensure that all Sixth Form students secure high-quality destinations, including higher education, apprenticeships and employment, by leading and quality-assuring the provision, guidance and systems that support successful progression.
- Promote high expectations of achievement, independence and academic resilience among KS5 students.

### Careers and Enrichment

- Lead the implementation of cohesive and effective Careers, Student Leadership and Enrichment programmes across KS5, ensuring they are strategically designed, well-delivered and rigorously quality-assured.
- Oversee the design and delivery of enrichment and careers provision, ensuring high-quality guidance and opportunities for all students.
- Oversee UCAS processes, apprenticeship pathways and careers counselling to ensure students are fully supported in securing aspirational and appropriate next steps.

## Behaviour and Inclusion

- Promote a calm, respectful and aspirational culture within the Sixth Form, aligned with whole-school expectations.
- Support the consistent implementation of the school's behaviour, safeguarding, rewards and inclusion policies in KS5.
- Work with pastoral and support teams to remove barriers to engagement, learning and progress.
- Champion inclusive practice by identifying and removing barriers to learning, ensuring equity of access so that all Sixth Form students can fully engage with the curriculum and wider opportunities.
- Promote meaningful student voice and leadership within the Sixth Form, ensuring that students actively inform curriculum development and wider provision. Foster students' independence and support their growth into responsible, engaged citizens who contribute positively to the school community and beyond.

## Staff Leadership

- Line manage the Sixth Form team and designated subject leaders with a strong focus on developing and growing middle leaders.
- Ensure staff experience high-quality support and appropriate challenge through effective performance management, regular coaching and access to purposeful, high-impact professional development.
- Foster a culture that promotes staff wellbeing, healthy working practices and collective efficacy.
- Contribute to the recruitment, induction and retention of staff within line-managed areas.
- Model professional learning and reflective practice through your own continued teaching commitment.

## Professional Responsibilities

- Work under the direction of the Head of School, responding flexibly to evolving school priorities.
- Contribute positively to the wider life, culture and ethos of the school.



- Uphold high standards of professional conduct and accountability at all times.
- Engage actively in performance review and take responsibility for ongoing professional development.
- Engage as an active and collaborative member of the Senior Leadership Team, contributing to collective decision-making and supporting colleagues across all areas of school leadership.
- Attend and participate fully in SLT meetings, up to three annual residential conferences, and LAC (governance) meetings as required, ensuring effective liaison and clear communication across teams.
- To follow and adhere to the Trust's safeguarding policy, the Department for Education's statutory guidance 'Keeping Children Safe in Education' and all other relevant guidance and legislation.
- To maintain appropriate professional boundaries in relationships with children and with all members of the school community and outside agencies.
- To ensure that your line manager is made aware and kept fully informed, of any concerns relating to safeguarding or child protection.

## Wider Responsibilities

- To promote a climate of achievement and excellence in all areas of the school.
- To undertake a specified number of duties at break, lunch (paid) and before and after school.
- To lead assemblies as directed.
- To lead on a specific area of school improvement. Responsibilities are reviewed annually and Assistant Headteachers are expected to be flexible and take on new responsibilities in the context of whole-school developments and their own professional development.

## Safeguarding

- To have due regard for, and demonstrate a commitment to, the safeguarding and promotion of the welfare of children and young people.

## Special Conditions of Service

- This post is exempt from the Rehabilitation of Offenders Act 1974. It is a requirement of employment that the postholder informs the Employer immediately of any criminal charges, convictions, cautions or barred-list status. Any information disclosed will be processed in accordance with the Data Protection Act 2018. Failure to disclose may result in disciplinary action up to and including dismissal.
- Although some responsibilities may be fixed as part of this job description, there will be a regular audit of tasks to ensure they meet the needs of the Trust. Responsibilities may change over time and any significant changes will be discussed with the postholder at the discretion of the Head of School.



# Person Specification

Category	Essential	Desirable
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Extensive middle leadership experience, preferably as a Head of Department.</li> <li>• Evidence of effectiveness in KS5 curriculum design and pedagogy.</li> <li>• Evidence of effectiveness in quality assuring a curriculum area.</li> <li>• Evidence of effectiveness in leading staff learning and performance management.</li> <li>• Leadership of a curriculum area.</li> </ul>	<ul style="list-style-type: none"> <li>• A Masters level qualification.</li> <li>• NPQSL or other evidence of leadership learning.</li> <li>• Experience at senior leadership level.</li> </ul>
<b>Competencies and Skills</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of current developments in post-16 education.</li> <li>• Ability to monitor, review and evaluate academy performance against OFSTED criteria.</li> <li>• Track record of delivering exceptional student progress.</li> <li>• Deep understanding of curriculum and pastoral systems.</li> <li>• Ability to analyse data and remove barriers to achievement.</li> <li>• Excellent interpersonal, communication and ICT skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience in leading Sixth Form Careers Programme.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Excellent attendance and punctuality.</li> <li>• Proactive, resilient and self-motivated.</li> <li>• Positive mindset and commitment to the school's culture.</li> <li>• A highly collaborative team player.</li> <li>• Resilient and solutions-focused.</li> </ul>	



## Assistant Headteacher (Sixth Form)

Salary: Inner London Leadership Scale (L8-L15)

Start Date – September 2026

Are you ready to be part of the senior leadership team in an inclusive school as part of a growing multi academy trust?

We are seeking a passionate and knowledgeable leader who shares our commitment to inclusion, social mobility and academic excellence. At Chestnut Grove, we believe every young person deserves the opportunity to thrive, and we are looking for someone who will champion high standards and equitable access to an ambitious, academically rigorous curriculum for all.

Our ideal candidate is a humble learner: open-minded and committed to own and others' growth and learning. You will value collaboration, recognising that strong partnerships with colleagues, families and the wider community are essential to both personal growth and the collective success of the school. If you are driven by purpose, energised by teamwork and committed to making a meaningful difference, we would be delighted to hear from you.

Alongside the opportunity to join a mission-driven, innovative and high-achieving senior leadership team within a richly diverse community, we are pleased to offer:

- Extensive opportunities to develop yourself professionally through excellent in-house CPD that includes coaching and mentoring.
- The autonomy to develop your curriculum in the best interests of your school community.
- A genuine partnership with like-minded, innovative school leaders to support school level, as well as Trust-wide, school improvement.

For further details and to apply please visit our website at [wandlelearningtrust.org.uk/work-with-us](https://wandlelearningtrust.org.uk/work-with-us)

**Closing date for applications:** 9am Friday 17th April.

Please contact [headsoffice@chestnutgrove.org.uk](mailto:headsoffice@chestnutgrove.org.uk) for an informal chat or to arrange a visit to Chestnut Grove Academy.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS check.



Proudly part of



### Contact us

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