



# HATCH END HIGH SCHOOL

## ASSOCIATE ASSISTANT HEADTEACHER

Leadership Outer London L10 (£68,799) – L16 (£79,157)

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### JOB PURPOSE

To maintain and improve standards, achievement and students' progress and development at Hatch End High School by contributing fully to the strategic leadership, direction, quality assurance, staff management and support as a senior leader within the Leadership Team. Specifically, this role will manage whole school assessment and reporting and will lead on data & GDPR across the school.

### Reporting

The post holder will report to the Deputy Head and where appropriate the Headteacher.

### Responsible For

The post holder will be responsible for line managing a range of relevant teaching and associate staff including direct line management of departmental areas plus the Data team.

### Working Time and Conditions

These will be specified as in the latest School Teachers Pay and Conditions Document. It is expected that the post holder will be prepared to invest time in the school beyond the limits of the school day and adopt a flexible approach to working including and supervising school events, lunchtimes and providing vacation cover. In addition, the post holder will be expected to carry out other reasonable specific duties as required by the Headteacher.

### Main Responsibilities / Dimensions of Role

- To oversee all aspects of assessment and reporting to ensure that assessment data is accurate, used effectively to improve student progress and reported clearly to stakeholders.
- Line Management of department areas and the Data team to ensure that they demonstrate good progress for students, meets the needs of the school and national requirements.
- To lead on GDPR.
- To lead on the training of the improved use of data and data systems including developing the use of data including Power BI.

### Generic Responsibilities

- Strategic direction and development.
- Teaching and Learning & Pastoral Care.
- Leading, managing and supporting staff.
- Pupil progress and standards of achievement.
- The efficient and effective deployment of staff and resources.

### Strategic Direction and Development

The Associate Assistant Headteacher will:

- Support the Leadership Team in developing and communicating a clear strategic vision of how to develop the school successfully.
- Motivate and empower others to carry this vision forward.
- Model the values and vision of Hatch End High School.
- Support the Headteacher in managing the school effectively & ensuring successful implementation of change.
- Contribute to the development and review of the school improvement and development plans and whole school policies.

### **Teaching & Learning**

The Associate Assistant Headteacher will:

- Develop new strategies to meet the full variety of needs of students entering the school, both at individual and whole school level.
- Work constructively with all relevant staff within the school to promote the integral link between effective teaching and learning and good student conduct (behaviour for learning).
- Monitor the delivery of subjects within the curriculum for both quality and effectiveness.

### **Leading, Managing and Supporting Staff**

The Associate Assistant Headteacher will:

- Oversee and line manage appropriate teams.
- Ensure that staff understand and effectively implement whole school policies.
- Create and maintain good working relationships among all members of the school's workforce.
- Promote an ethos in which the highest standards are expected from all members of the school's workforce.

### **Pupil Progress and Standards of Achievement**

The Associate Assistant Headteacher will:

- Monitor the individual targets set for their own pupils, and to manage intervention to maximise progress (with particular emphasis on underachieving groups).
- Promote, manage, and be responsible for high standards of pupil behaviour, attendance, punctuality and dress.
- Establish a positive partnership with parents/carers to involve them in their child's learning and progress.

### **The Efficient and Effective Deployment of Staff and Resources**

The Associate Assistant Headteacher will:

- Manage efficiently the available resources of staff, space, finance, and equipment within the limits and guidelines laid down.
- Assist in the recruitment and retention of staff.
- Advise on the effective deployment of staff and ensure that there are appropriate arrangements for absence.
- Provide a stimulating and safe physical working environment.

### **Other Specific Duties**

- Provide information, objective advice and support to the Governing Board to enable it to meet its responsibilities for securing effective teaching, particularly in relation to student attainment and progress, learning and improved standards of achievement.
- Communicate clearly and effectively with all members of staff, students, parents and the local community.
- To undertake the above responsibilities in addition to those held by a standard scale teacher at the school.
- To undertake any other duty as specified by the STPCD not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified; therefore, employees will be expected to comply with any reasonable request from a manager, including ad hoc projects, to undertake work of a similar level that is not specified in the job description. The job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



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### PERSON SPECIFICATION

#### 1. QUALIFICATIONS AND TRAINING

- Qualified teacher status
- Degree or equivalent
- Evidence of continuing professional development

#### 2. TEACHING AND PASTORAL EXPERIENCE

- Substantial and successful Middle/Senior leadership experience in a secondary school.
- A record of excellent classroom practice.
- Teaching experience in at least two key stages, three advantageous.
- A good understanding of the principles of outstanding assessment practice.
- Evidence of a clear interest in the whole curriculum in order to support the achievement of all students.
- Experience of working with data and knowledge and understanding of data systems.

#### 3. LEADERSHIP AND MANAGEMENT

- Experience of developing high quality staff in a range of training dimensions.
- Evidence of successfully initiating, implementing, monitoring and evaluating developments to improve the quality of teaching and learning, student outcomes, quality of provision or student welfare.
- Evidence of raising standards in an educational setting.
- Proven ability to communicate effectively at management level in a school.
- Ability to manage a budget.

#### 4. PERSONAL QUALITIES

- Ability to enthuse staff and translate vision into practice.
- Ability to relate to students, motivate them to succeed and engender a desire for learning.
- Ability to speak and write effectively, interestingly and accurately to all stakeholders.
- Ability to manage time and workload effectively.
- Ability to work effectively with outside agencies.
- Ability to contribute to the coherence, effective planning, implementation and evaluation of the School Improvement Plan and School Self Evaluation.
- Knowledge and understanding of national educational priorities and developments.
- A sense of humour and perspective.

#### 5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT

- A proven commitment to inclusion, curriculum access and opportunity, comprehensive education and professional development.
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

April 2026