



Strathmore School

Assistant Headteacher Recruitment pack

Start Date: September
2026 (or earlier)

Salary Range L10-L16
(Outer London)



Strathmore School

THE Auriga
Academy TRUST

Our mission

Thank you for your interest in the post of Assistant Headteacher at Strathmore School, one of three special schools that form the Auriga Academy Trust.

Auriga was created in 2016 by the two special schools in Richmond Upon Thames, in order to meet the increased pupil need for specialist places in the Borough. Strathmore and Clarendon Schools, along with Gateway Centre, have a history of excellent practise and innovation and both have moved into purpose-built facilities co-located with inclusive minded mainstream primary and secondary schools. These facilities further enlarged our capacities, meeting local need. Capella House School was proposed by the Trust as a new Free School, opening its' Secondary provision in September 2019 and Primary provision in September 2021.

The aim of the Trust is, in collaboration with local Children's Services, to offer an outstanding provision for all children with special educational needs in the area – challenging and preparing them for the next steps in their learning and aspiring for all our learners to be active contributors within their communities.

Whilst all schools in the Trust retain their unique character, reflecting the different needs of the children and young people who attend those schools and centres, we are committed to learning with and from each other and have posts of responsibility across the schools – exploiting opportunities to share expertise and research for the benefit of all. An annual Joint INSET Day for all staff is an opportunity to further collaborate and plan for joint activities throughout the year. We are also developing our expertise in outreach to support learners in neighbouring mainstream schools.

The immediate future of Strathmore School is an exciting one and this is a truly rare leadership opportunity: preparing to open a further brand-new secondary campus, developing an even more bespoke curriculum, and the opportunity to work closely with colleagues in special and mainstream schools, further increasing pupil numbers as the school grows.

In return for providing inspired professional leadership, you will receive central support plus encouragement and guidance to develop your own career and skills within a successful, locally focussed multi-academy trust intent on collaborating for success.

I look forward to meeting you in person or online to discuss how you might contribute to our continuing development.



Ivan Pryce
CEO

Auriga Academy Trust

About Strathmore



Strathmore is a happy, thriving, oversubscribed, unique and growing special school for children and young people aged 4 -19 with severe and complex learning difficulties including those with an additional diagnosis of autism and/or physical/sensory disabilities.



We will soon have four sites within the borough of Richmond upon Thames, all self-contained but co-located with inclusive minded mainstream schools. Our Twickenham, Ham and Petersham campuses opened in new buildings 7 years ago, giving us excellent purpose-built facilities. The 4th site is the expansion in Hampton so that we can meet the increasing need for specialist places locally.

[You can find more information about each campus on our website.](#)



We are committed to supporting all of our pupils to achieve and enjoy and be stimulated and challenged to fulfil their potential. Our highly qualified and dedicated staff have high expectations of our pupils, and we all have the highest expectations of ourselves.

Ethos & Vision: Individual, Inclusive, Independent

At Strathmore we are dedicated to preparing and challenging every learner to become an active contributor to their community by:

- Promoting communication
- Engaging families
- Championing independence

We achieve this through:

- Inspirational teaching
- Integrated therapy
- Bespoke curriculum
- Maximised inclusion opportunities

Visit our website to see our Aims and Values

Strathmore is part of the Auriga Academy Trust, made up of the three special schools within Richmond Upon Thames.



The Russell Campus
Petersham Road
Richmond
TW10 7AH
020 8948 0047
Extension 201

Grey Court Campus
Ham Street
Richmond
TW10 7HN
020 8948 0047
Extension 301

St Richard Reynolds Campus
Station Road
Twickenham
TW10 4LT
020 8948 0047
Extension 101



Strathmore School



The Role

Salary Range: L10-L16 Outer London
Contract: Full-time, permanent

What we need:

You will provide inspirational professional leadership and be responsible for the day-to-day effective management of one of our campuses. In collaboration with the Headteacher and wider SLT, you will ensure the delivery of an excellent education, securing the very best outcomes for pupils.

As a member of the Strathmore SLT, you will lead on identified priorities within the School Development Plan (SDP) and contribute to the school's self-evaluation processes. You will also play an active role in supporting wider trust developments.

You will be confident, committed, considerate, collaborative, and inclusive in your approach. You will inspire, motivate, support, and empower pupils, families, and staff across our community.

Visits to the school are highly welcome and a discussion with the Headteacher is expected.

Please contact the school on 0208 948 0047 or info@strathmore.org.uk to book an appointment.



What we can offer:

We will give you the support and opportunity to provide successful, strategic and creative leadership to shape and influence the outcomes for an exceptional group of pupils in a happy growing school.

- Cycle to work scheme
- School Teachers Pay & Conditions inc Pension
- Corporate eye care
- Occupational Health and Employee Assistance Programme
- Support with professional development
- Onsite parking
- Staff benefit platform

TO APPLY: Please submit your application through MyNewTerm

KEY DATES:
Application closing: midnight 22nd March '26
Interview Date: 26th March 2026

Strathmore School is committed to the safeguarding and welfare of its pupils and expects all staff to share this commitment. All posts are subject to an Enhanced Disclosure Check from the Disclosure Barring Service.

The Auriga Academy Trust supports an inclusive culture and diversity for our staff and pupils. We are committed to encouraging further growth from diverse groups and we welcome applications from currently underrepresented groups.

We currently have an underrepresentation from ethnic minorities at leadership.

Pay Scale:	Leadership scale (Outer London), range L10-L16
Contract:	Full Time, Permanent
Accountable to:	The Headteacher of Strathmore School
Locations:	St Richard Reynolds Campus: Station Road, Twickenham, TW1 4DQ Russell Campus: Petersham Road, Richmond, TW10 7AH Grey Court Campus: Ham Street, Richmond, TW10 7HN Hampton High Campus: Hanworth Road, Hampton, TW12 3HB

Core Purpose of the Job

Strathmore School is part of the Auriga Academy Trust, which also includes Capella House School, the Gateway Centre and Clarendon School.

The Assistant Headteacher will work with the Headteacher and School Leadership Team, across all Strathmore campuses, with staff, parents/carers, governors, the Auriga Academy Trust and local Children's Services, as appropriate.

They will maintain and improve provision and outcomes for pupils across the school including the delivery of a curriculum appropriate to the needs of all learners.

The Assistant Headteacher will, under the direction of the Headteacher and with the support of the School Leadership Team, take overall responsibility and accountability within Strathmore for the organisation, day-to-day management and conduct of the school as and when directed.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher by agreement, to reflect or anticipate changes in the job, commensurate with salary and title.

As well as day to day responsibilities for the management and organisation at Strathmore, the responsibilities of the Assistant Headteacher will include:

Strategic direction and development of Strathmore School

- Under the overall direction of the Headteacher, play a major role in developing the strategic view for the school and its communities and in formulating the school improvement plan and school self-evaluation. Work with, and through, the respective senior leaders and governors in order to effect sustainable school improvement and efficient management of school resources which rapidly secures highly effective teaching, learning and achievement by pupils;
- Contribute to planning for Strathmore's future needs and further develop and monitor the plans already in place;
- Liaise with the partner schools to create, promote, evaluate and develop inclusive teaching and learning opportunities for pupils and staff from both schools and further develop positive relationships between Strathmore and existing/new partner schools;
- Provide information, objective advice and support to the Headteacher to secure effective teaching and learning, improved standards of achievement, efficiency and value for money are met
- Work closely with the Headteacher, SLT, Governors and Trust colleagues in strategic planning, budget preparation and monitoring, and effective budget management;
- Monitor, evaluate and review the impact of school policies, priorities and targets at Strathmore, taking or advising action when necessary;
- Contribute to the Self-Review Document for the school, ensuring that it is accessible to a range of

audiences (enabling them to play their part effectively), is data-informed and clearly demonstrates the impact of the provision on outcomes for the students;

- Help ensure that pupils and parents are well-informed about the curriculum, attainment and progress and about the contribution they can make to achieve school targets for improvement.

Teaching and learning

- Take a whole school responsibility for developing and promoting teaching and learning for pupils with specific SEND;
- Provide leadership to facilitate cross-school working to enhance pupil outcomes;
- Assist with the promotion, development and high-quality delivery of a curriculum appropriate to the needs of the pupils at Strathmore. Contribute to organising and implementing its assessment, monitoring and evaluation in order to identify and act on areas for improvement;
- Create and maintain an effective partnership with parents/carers to support and improve pupils' achievement and personal development;
- Work with the SLT to create and maintain environments which promote and secure good teaching, effective learning, high standards of achievement and good behaviour for learning throughout school;
- Undertake a teaching commitment providing a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement.

Leading and managing staff

- Help create and develop an ethos and culture in which all staff recognise that they contribute to and are accountable for the success of the school including improving the quality of education provided and standards achieved and ensuring that constructive working relationships are formed and maintained;
- Plan, allocate, support and evaluate work undertaken at Strathmore by individuals, groups and teams, ensuring that there is clear delegation of tasks and devolution of responsibilities; 3.3 In collaboration with the SLT, manage and monitor the use of staff and resources effectively and efficiently;
- Assist the School Leadership Team, in monitoring and supporting the work of the staff team to identify individual and institutional staff training needs and requirements and the sharing of expertise, ensuring the implementation of statutory and local frameworks for staff appraisal;
- Contribute to motivating and enabling teachers, including school leaders, curriculum leaders and support staff to develop expertise in their respective roles through high-quality continuing professional development;
- Sustain motivation of self and other staff;
- Ensure that professional duties are fulfilled, as specified in the most recent Terms and Conditions of Service of Teachers, in line with teaching standards (2012).

Community

- Work closely with colleagues at the co-located and Trust schools. Liaise with the named contacts to develop and further the partnership working and inclusion activities and opportunities for the benefit of the pupils and staff from all schools;
- Work collaboratively with Therapy and other Health colleagues to maximise their input and impact with pupils and to contribute to service specifications and reviews for commissioners;
- With the Auriga Academy Trust, contribute to developing and participate in delivering Outreach CPD and support for staff, schools, colleges and businesses across the community;

- Work with the Headteacher to develop a school culture which continues to promote equality and diversity and reflects its wider community;
- Collaborate with other agencies to facilitate the access for parents and carers, partner organisations, community groups, businesses or other organisations into Strathmore to enrich the academic, spiritual, moral, social, emotional and cultural wellbeing of the pupils and their families;
- Co-operate and work with relevant agencies to protect children.
- Be a DDSL and part of the Safeguarding Leadership Team, keep up-to-date with relevant legislation and guidance and monitor and advise the Head of School on issues relating to pupil safeguarding and wellbeing following the child protection procedures adopted by the school;
- Be able to understand patterns regarding challenging behaviour and support staff to appropriately support pupils manage their own behaviour and work effectively with the Educational Psychologist and other agencies;
- Work in partnership with the Auriga Academy Trust and Local Governing Body, attending meetings of the Strathmore/Partner Schools' Governing Bodies and Committees as directed.

General:

- To undertake, as necessary, the full range of professional duties of the Headteacher as agreed and appropriate in the absence of the Headteacher and SLT;
- Undertake any professional duty of the Headteacher which may be delegated;
- The responsibilities listed above are the basic essentials of the post; it is always open to the post-holder to propose ways of extending these responsibilities.

E Essential

D Desirable

Qualifications & Training		
	Qualified to teach and right to work in the UK	E
	Qualified teacher status	E
	Additional professional training or qualification eg. NPQML or NPQSL	E
	Further postgraduate in an area of SEND	D
	Positive behaviour support training (e.g. Team Teach)	D
	Training in delivery of specific teaching and learning strategies e.g. TEACCH, PECS etc.	D
	Commitment to addressing own professional development at an appropriate level (e.g. NPQH, MEd	D
Experience and Skills		
	Teaching experience of at least 5 years, including within a special school and across more than one key stage	E
	An understanding of the whole curriculum for pupils aged 4-19 with SLD, PMLD and ASC	E
	Experience in monitoring the quality of teaching, learning and pupil achievement including providing constructive feedback and support to teachers and other staff	E
	Evidence ability to analyse and interpret pupil / school performance data	E
	Evidence ability to manage staff, provide effective leadership and encourage positive working relationships including playing a role in further developing effective teams	E
	Experience of being involved in the implementation of whole school development including budget and resource management	E
	Experience in supporting learners with significantly challenging behaviours, and knowledge of positive interventions and strategies to help pupils manage and prevent challenging behaviours	E
	Experience of hosting Ofsted inspection as member of a SLT	E
	Experience of working with non-verbal learners and those who use augmentative means of communication including Makaton	E
	Evidence of successful school improvement planning, delivery and evaluation;	D
	Training and experience in Coaching and Mentoring	D
	SEND Inspection Skills Training	D
	Recent experience as Designated Safeguarding Lead	D
	Understanding of the SEND Code of Practice including active contributions to annual review meetings, and the update of EHCPs	D

Personal Attributes		
	Determine priorities, manage time effectively, demonstrate exceptional organisational skills and meet all deadlines	E
	Communicate effectively at all levels and articulate the educational vision and how it relates to Strathmore	E
	Demonstrate initiative and be solution focused	E
	Have a flexible and adaptable approach and work effectively in a team	E
	Lead and managing change effectively including resolving conflict	E
	Demonstrate an understanding of and commitment to promoting the role played by parents in raising standards and the importance of working with parents and other members of the wider school community	E
	Use IT management systems and ICT as a tool in teaching and learning, CPD and in administration	E
	Be committed to continually develop own CPD	E
	Respond positively to pressure	E
	Demonstrate sound knowledge of national, local and research initiatives relating to SEND	E
	Inspire and lead by example, demonstrating positive relationships and attitudes with pupils, staff, parents, governors and/or Trustees and other partners to create and build effective teams	E
	Demonstrate a creative and innovative problem-solving approach, effectively focussing on finding solutions to issues	E
	Experience of leading inclusive learning, collaborating with mainstream primary and/or secondary schools	D
	Experience of teaching in a mainstream context	D
	Experience of successfully negotiating with professionals from a variety of agencies to enhance provision within school;	D
	Leading Performance Management for a range of school staff including those in admin posts	D
	Understanding of budget/ financial management within special school setting	D

Strathmore School is committed to providing equality of opportunity and to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The post holder will be required to adhere to the school's safeguarding procedures and policies and be seen to actively promote Strathmore's safeguarding systems among staff under their line management.