

ASSISTANT HEAD (PASTORAL): INFORMATION PACK APRIL 2026



Proudly part of



Dear Colleague

We are delighted that you are interested in the position of Assistant Headteacher (Pastoral) 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.

A visit to Chestnut Grove Academy can be arranged on designated days, by contacting headsoffice@chestnutgrove.org.uk.

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 (Pastoral)

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: Raising Standards Leaders (RSLs) and other designated pastoral staff. All Assistant Headteachers are also responsible for line managing designated departments.

Role Purpose

The role of Assistant Headteacher Pastoral is an integral part of the senior leadership team and wider staff body. Pastoral care is fundamental in ensuring that all our students can access our curriculum intent. This role requires excellent knowledge of the different factors which contribute to pastoral care, including but not limited to,

Safeguarding, SEND, Attendance, Mental Health and Behaviour.

Whilst candidates may not have strong knowledge of each area, they will be required to upskill themselves to ensure they can provide, and lead others to provide, effective and inclusive pastoral care.

The postholder is accountable for a very significant area of the School Improvement Plan. 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.

Alongside this additional responsibility, to also meet all the requirements of a classroom teacher as set out in the School Teachers Pay and Conditions document and the Professional Standards for Teachers.

KEY RESPONSIBILITIES OF THE POSTHOLDER

- Designing, implementing and quality-assuring the behaviour for learning policy.
- Ensuring that the inclusion system is implemented effectively.
- Line management of RSLs (as specified) in delivering outstanding pastoral care through the pastoral curriculum.
- Overseeing the equitable and effective implementation of the behaviour for learning policy, including the follow-up of high-level behaviour concerns.
- Providing significant and timely interventions for students who require pastoral support.
- Specific responsibilities will be agreed with the successful candidate based on the requirements of the Academy and their own professional interests.





Operational & Strategic Leadership, Planning and Management

- Contribute to the Senior Leadership Team, supporting the Head of School in shaping and delivering the school's strategic vision in line with its core aims.
- Lead the development and implementation of annual action plans within areas of responsibility, and ensure school policies are effectively developed, applied and reviewed.
- Drive whole-school improvement through leadership of key priorities within the School Improvement Plan (SIP) and Self-Evaluation Form (SEF), including oversight of departments, year groups, and staff performance management.
- Support the day-to-day running of the school through agreed duties, pastoral support, behaviour management, and assemblies, and attend SLT and Local Academy Committee (LAC) meetings as required.

Leadership of Assistant Headteacher: Pastoral

- Provide strategic leadership to Raising Standards Leaders and pastoral staff through regular line management focused on key priorities including attendance, behaviour, safeguarding, SEND and student wellbeing.

- Maintain a visible presence across the school, promoting a safe and inclusive environment.
- Use data, including student and parent voice, to monitor progress, identify trends, and implement targeted interventions.
- Lead and contribute to high quality pastoral training, supporting staff development through coaching and CPD.
- Contribute to strategic workforce planning, playing a role in recruitment and retention of staff whilst ensuring effective use of human resources to maximise impact.
- Promote a collaborative culture that balances high performance with staff wellbeing.

Student personal development

- Promote a positive, respectful and aspirational school culture that values student voice, responsibility and engagement.
- Oversee behaviour systems, including rewards and sanctions, and ensure high-quality pastoral care, tutoring, and guidance for all students.
- Lead initiatives that recognise and celebrate student achievement and progress.
- Monitor and evaluate the impact of tutor time, the pastoral curriculum, assemblies, and PSHE (Health) provision.

Information, Communication and Liaison

- Work with pastoral and support teams to champion inclusive practice to identify and remove barriers to learning and engagement with wider opportunities.
- Foster strong communication with parents and carers, ensuring they are well-informed and engaged in students' progress and development.
- Liaise with RSLs, teaching staff, tutors, external agencies, and support services to ensure a coordinated approach to student support and progress.
- Ensure effective use of data systems (e.g. Arbor) to inform decision-making and information sharing with all stakeholders, including governance.
- Play a key role in promoting the school's external profile and supporting student recruitment through effective marketing activity, while developing strong partnerships with the wider community and external organisations to enrich provision, strengthen careers education and support students' successful transition beyond school.

Inclusion, Safeguarding and Multi-Agency Working

- Work closely with the Designated Safeguarding Lead (DSL), SENDCo, and other staff to ensure a coordinated and inclusive approach to student support.
- Attend and contribute to multi-agency meetings, including Team Around the Child (TAC), Team Around the Family (TAF), Child in Need, and Child Protection Conferences, ensuring effective implementation and review of agreed actions.
- Promote a strong safeguarding culture across all areas of pastoral provision, ensuring staff understand and follow procedures in day-to-day practice.

- Support early identification and intervention for vulnerable students, and contribute to the development of inclusive policies and targeted provision in partnership with families and external agencies.

Staff Leadership

- Line manage a designated Key Stage and RSLs, 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.



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.
- 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.

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
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status. • Extensive middle leadership experience in pastoral and/or inclusion • Evidence of successful implementation of pastoral initiatives at middle-leader level • Evidence of effective behaviour management • Evidence of effectiveness in leading a team and performance management. • Experience of working with multi-agencies • Experience and knowledge of SEND & Inclusion 	<ul style="list-style-type: none"> • A Masters level qualification. • Experience at senior leadership level. • NPQSL or other evidence of leadership learning.
Competencies and Skills	<ul style="list-style-type: none"> • A thorough understanding of current developments in the National Curriculum • Ability to monitor, review and evaluate academy performance against OFSTED criteria. • Deep understanding of pastoral care systems necessary to support students' learning, wellbeing and attendance, and its implementation. • Track record of delivering exceptional student progress. • Excellent interpersonal skills and the ability to hold challenging conversations with students, parents, or staff. • Ability to analyse data and remove barriers to achievement. 	
Personal Qualities	<ul style="list-style-type: none"> • Excellent attendance and punctuality. • Proactive, resilient and self-motivated. • Positive mindset and commitment to the school's culture. • A highly collaborative team player • Resilient and solutions focused 	



Assistant Head (Pastoral)

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

Closing date for applications: Thursday 30th April at midday

A visit to Chestnut Grove Academy can be arranged on designated days, by contacting headsoffice@chestnutgrove.org.uk.

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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