



Fantastic Opportunity!
ASSISTANT HEAD TEACHER
Inclusion & Welfare
Excelsior Multi Academy Trust



Thorns Primary School

Contract: Permanent
Pay scale: L3 – L7
Hours: Full Time
Closing date: 14th May 2026
Interview date: 21st May 2026
Start date: 1st September 2026
www.thorns.exclsiormat.org
www.exclsiormat.org

Thorns Primary School is proud to be part of the Excelsior Multi-Academy Trust. With their support, we continue to improve and provide our children with the best education possible as well as helping to nurture and develop their personal and social skills. Our values of succeeding together, engaging learning, ensuring equality for all, and aspiring from the start, shape all we do across Excelsior Trust and our schools. Our 'No Outsiders' approach to equality ensures everyone is welcome in all our schools.

Above all, we understand that our schools are communities and that we all benefit from creating a working environment in which staff feel happy, valued and gain satisfaction from their work. We are driven by our vision and core values:

OUR VALUES

Succeeding together
Alone you are good, together we are amazing.

Aspiring from the start
Where ambition begins on day one.

OUR VISION

Our Schools to be outstanding beacons of equality, where pupils succeed in a safe, innovative, and vibrant learning community.

OUR VALUES

Ensuring equality for all
Equality, first, foremost, forever.

Engaging learning
Unlocking minds every day.

Excelsior Multi Academy Trust presently comprises Colmers Farm Primary School, Green Meadow Primary School, Heath Mount Primary School, Highters Heath Community School, Parkfield Community School, The Meadows Primary School, Thorns Primary School, and Turves Green Primary School



Excelsior's main aims are to:

- provide outstanding education through our four values.
- develop outstanding leadership and well-trained and motivated and happy staff, who will improve our pupils' outcomes in an exciting learning environment.
- deliver a broad, balanced, and innovative curriculum of opportunity.
- provide opportunities for pupils to develop resilience, compassion, and respect for all.
- provide our communities with excellent schools.

Core purpose of the role

Main roles and responsibilities of the Assistant Head Teacher for Inclusion and Welfare:

- SENDCo
- Designated Safeguarding Lead
- Lead for attendance, behaviour and personal development

This is a great opportunity to join a growing trust, be part of a vibrant SLT Team and gain an individual professional development plan.

Our ethos aims to build self-esteem, confidence and coach and promote continued professional learning for all.

Let our employees speak for themselves: -

"After joining Excelsior Multi Academy Trust as a class teacher, I was supported to develop my skills to become a middle leader, Assistant Head then Deputy Headteacher. Through excellent coaching and professional growth, our trust champions its staff and gives opportunities to progress in an inspiring and collaborative environment."

What can we offer you:

Outstanding, innovative, and ambitious school and executive leaders who, through their passion and drive to improve outcomes for children, support and motivate each other to achieve great things! In return for your commitment to our trust, we can offer:

- A warm, friendly working environment, built around a strong team culture
- Children who are a delight to be around
- sector competitive pay
- the option to work from home for one day per fortnight
- excellent CPD opportunities, with carefully designed in-house leadership development resources
- access to CPD through membership to Leadership Matters and Chartered College of Teaching
- a fantastic supportive working environment
- the opportunity to make a significant difference in the lives of children in our care
- access to our mental health and wellbeing platform, ExcelWell
- 24/7 advice and helpline

Recruiting and Onboarding:

Visits to the school are strongly encouraged so that you can see for yourself what a great school it is! Please contact the school office on 01384 226930 to arrange a time.

How to apply:

Please visit our website www.excelsiormat.org to download the Job Description & Person Specification and complete the online application and monitoring forms. If you have any queries, please email: HR@excelsiormat.org. Please do not send in CVs, the application form covers the information required and is designed to ensure fairness during interview shortlisting. Receipt of two references is required as part of the interview shortlisting process. Your application may be rejected if adequate references have not been provided.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

