



Eckington School

Assistant Headteacher - Inclusion

Applicant Pack



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The vacancy

Post advert

Deadline for applications: 11.59pm on Monday 4th May 2026

Interviews to be held: Week beginning 11th May 2026

To start: September 2026

Chorus Education Trust is seeking an Assistant Headteacher to join the Senior Leadership Team at Eckington School. This role would suit an experienced Assistant Headteacher seeking a new challenge, or a middle leader who is ambitious for the next stage in their career.

We are excited to recruit an Assistant Headteacher to this important area of whole-school responsibility:

- Assistant Headteacher: Inclusion

Candidates should have a strong record of senior or middle leadership, working proactively and constructively with children, colleagues, and parents. It is essential that you can inspire and lead staff, and be a team player, supporting and coaching middle leaders and working in partnership with SLT colleagues. We are looking for people who are ambitious for our children and for themselves, with a strong commitment to their own professional learning. In return we can offer very strong opportunities for career development, and the opportunity to work within a positive, reflective, strategic and student-focused team.

This is an exciting opportunity to join a school on an exciting journey of improvement, but also a Trust that is committed to providing the very best opportunities for both staff and children. During an Ofsted inspection in March 2026, the significant school improvement journey was recognised and celebrated. The school is seeking an outstanding leader of inclusion to ensure this area of school continues to improve so all students, regardless of starting points, can maximise their potential. Chorus Education Trust is at an exciting time of growth and seeks to work in partnership with both primary and secondary schools across South Yorkshire and Derbyshire. Members of our schools' Senior Leadership Teams will have the opportunity to work with their equivalent colleagues on developing cross-Trust strategies.

Role summary

Post title:	Assistant Headteacher - Inclusion
Pay scale:	L12 to L16 (£67,898 - £75,049)
Group:	Leadership
Salary point range:	L12 to L16
Reporting to:	Headteacher
Line manager (if different):	
Post holder will work with:	Senior Leadership Team, Subject teams and colleagues across school



Holiday and sickness relief: By and for other members of SLT

Purpose of job: To strategically lead Inclusion

Version revised: April 2026

Contract: Permanent

At Chorus Trust we are committed to the safeguarding of all our pupils, please visit our website to access our safeguarding and child protection policy at www.chorustrust.org/policies.

The trust will conduct an online search of the successful candidate in line with the DfE's keeping children safe in education advice.

The successful candidate will be required to complete a Disclosure and Barring Service (DBS) check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.



Job description

The post holder must at all times carry out their responsibilities within the spirit of the school and trust policies and within the framework of legislation relating to academies and education, with particular regard to the statutory responsibilities of the trust and the governing body of the school.

The specific duties and responsibilities include but are not limited to:

Role as a member of the SLT at Eckington School

- To assist the Headteacher and Deputy Headteachers in the day to day running of the school including taking assemblies, leading a duty team, assisting in organising parents' evenings, promoting health and safety, and by attendance at extra-curricular and evening events.
- To work with the CEO, Head of School, Governors and Trustees in developing the vision and strategic direction of Chorus Education Trust, Eckington School and the South Yorkshire Teaching School Hub.
- Ensure a school-wide focus on achievement and standards.
- To work with Chorus Trust Board and Eckington Local Governing Body as a member of the sub- committees and through joint working.
- To promote the aims and values of the Trust and school, be a positive role model within the school, with parents and the wider community.
- To line manage staff according to school policy and support, challenge and develop them in their roles thus ensuring a culture of accountability at all levels.
- To be involved in appraisal (performance management), school self-evaluation, including termly self review.
- To contribute to and lead aspects of the school quality assurance cycle, ensuring accurate reflection of standards, progress and other aspects of the school's work.
- To work with the Headteacher and the Senior Leadership Team on the recruitment, selection and appointment of staff across the Trust.
- To participate in and lead aspects of SLT meetings, middle leader meeting and other strategic meetings as necessary.
- To help develop an ethos of high expectations for staff and students.
- To ensure a realistic consistent and continuous school-wide focus on student achievement, especially underachieving cohorts.
- To work positively and proactively with a wide range of stakeholders in and out of school, for example the SEND Faculty, middle leaders, colleagues in other Trust schools, external agencies, the Local Authority.
- Help develop and maintain an ethos which promotes outstanding teaching, effective learning, and high standards of achievement throughout the school.



Core purpose

- To lead the development and implementation of an outstanding inclusion strategy
- Ensure excellent support for the most vulnerable learners to help maximise their potential
- To strategically lead the Y6 to Y7 transition
- To lead student voice
- To work closely the students and families who are: a) at risk of repeated suspensions or permanent exclusion; b) those at risk of non-attendance or c) those at risk of significant under achievement
- To act a deputy designated safeguarding lead (DDSL) as part of the wider safeguarding team
- To line manage the school's SEND Manager and ensure all statutory requirements are met
- To ensure the school's inclusion strategies are effective
- To strategically lead alternative provision and line manage colleagues delivering aspects of alternative provision

Class teacher responsibilities

- To carry out duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document.
- To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including some provision for cover of absent teachers.
- To be responsible for teaching across all key stages.
- To deliver high quality lessons demonstrating outstanding practice and outcomes.
- To maintain positive working relationships with students and staff.

General duties and responsibilities

- To carry out the duties of an Assistant Headteacher as set out in the school teachers' pay and conditions document.
- To continue to meet the required standards for qualified teacher status (QTS).

Support for the trust/school

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Work in a flexible way to respond to the needs of the trust and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.
- Be aware of and support difference and ensure equal opportunities for all.
- Appreciate and support the role of other professionals.

- Attend and participate in relevant meetings as required.
- Contribute to the overall ethos/work/aims of the trust/schools.
- Participate in relevant training, other learning activities and performance management as required.
- Team responsibilities: all staff are considered part of the overall trust team and may be required to provide assistance to colleagues in other areas from time to time commensurate with the role, skillset and grade.

Changes to these duties

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher.

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the governing body or board of trustees and/or senior leadership team as required. Trade union representation will be welcomed in any such discussions.



Person Specification

Job Title: Assistant Headteacher

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview R = reference
Qualifications			
Qualified Teacher status First degree and QTS. Continuing professional development INSET specific to school leadership & management.	✓		A
Further educational study or action research.		✓	A
A qualification to carry out the duties of SENCO		✓	A
Teaching and Learning			
An outstanding classroom practitioner. A successful record of value-added results. Extensive use of student performance data to inform classroom teaching. An understanding of how children learn, of teaching strategies and of the impact they have on children's learning. Clear set of values and knowledge of teaching and learning issues.	✓		A / I / R
Leading role in a recent whole school teaching and learning initiative. Current/recent experience of teaching post-16 and/or specialist SEND teaching.		✓	A / I / R
Experience			
Middle or senior leadership team experience with a track record of systematic improvement beyond your own classroom. A record of success in effective and efficient team management. Use of ICT as an effective management and teaching tool.	✓		A / I / R

<p>Collaborative working.</p> <p>Working in an inclusive school, with a mix of social and academic contexts including Pupil Premium and SEND.</p> <p>Experience in more than one teaching establishment.</p> <p>Two or more positions of responsibility in a secondary setting.</p> <p>Previous Leadership Team experience.</p> <p>A record of success in effective and efficient team management.</p> <p>Leadership of a whole school initiative that has raised student attainment levels.</p> <p>Use of ICT as an effective management and teaching tool.</p> <p>Collaborative working.</p> <p>Working in an inclusive school, with a mix of social and academic contexts including Pupil Premium and SEND.</p>			
<p>Working with staff in a planned evaluation programme, with a focus on raising the quality of teaching and learning (ITT/NQT/subject teams etc.).</p> <p>Study support strategies.</p> <p>Multi agency working.</p>		✓	A / I / R

Skills, knowledge, abilities

<p>An understanding of current educational issues for secondary schools.</p> <p>A full understanding of 11-19 curriculum issues and the lifelong learning agenda</p> <p>An understanding of the process of establishing school improvement priorities and of the role of leaders and managers in monitoring and evaluating a school's effectiveness.</p> <p>Excellent inter-personal, organisational and communication (both oral and written) skills.</p> <p>Skills in planning and managing systems.</p> <p>The ability to analyse, interpret and intervene making best use of performance data.</p> <p>The ability to work closely with staff in pursuit of their professional development.</p> <p>The ability to work as a member of a team.</p> <p>The ability to motivate students and staff.</p> <p>An understanding of the inclusion agenda.</p> <p>A clear image of what makes good and outstanding teaching.</p> <p>Experience of driving school improvement through management link meetings.</p> <p>An understanding of how to ensure students of all abilities achieve.</p>	✓		A / I / R
<p>Knowledge of schools of the future.</p> <p>An understanding of Academy status.</p> <p>A knowledge of the new Ofsted framework.</p> <p>An understanding of inclusion and its role in secondary schools.</p> <p>Developing the most able.</p> <p>Working with teaching schools.</p>		✓	A / I / R

Personal skills

Positive & caring approach towards students.
Dynamic team leader with the ability to lead and manage teams of people and to delegate effectively.
Develop and sustain appropriate relationships, motivating and inspiring others.
Sets personal high standards and helps others to do the same.
Ability to maintain positive morale under pressure.

✓

A / I / R

Child protection

A commitment to the responsibility of safeguarding and promoting the welfare of young people.

✓

A / I

Eckington School & Sixth Form

Eckington School is an 11-18 comprehensive secondary school in north-east Derbyshire with more than 1100 students on roll, including the school's Sixth Form.

Eckington School joined Chorus Education Trust in April 2023, at which point we also welcomed a new headteacher, whose proven track record in developing a positive ethos under strong leadership is enabling the school on its journey of improvement. Further appointments to the senior leadership team have created a school with ambition to deliver on the Chorus Trust ethos of outstanding achievement for all.

In March 2026, Eckington School was inspected under the new toolkit framework. The significant improvements over the past 3 years were recognised and celebrated.

The school itself is situated on the outskirts of Eckington on the Derbyshire/Sheffield border, overlooking open countryside. The campus is arranged around a shrub-filled courtyard that enables easy access to outside spaces for all.



In addition to trust-wide benefits for all staff, those at Eckington School also have access to:

- Supportive and friendly staff and leadership team.
- Free staff parking.
- Opportunity to be part of the varied extracurricular offering, including Duke of Edinburgh's Award programme.

You can view the school website at: www.eckington.chorustrust.org.

Chorus Education Trust

Chorus Trust is a growing trust, committed to providing every child with the best education in both primary and secondary schools across South Yorkshire and Derbyshire. We train and develop teachers, giving our children access to the very best educational thinking and practice.



Our vision is ‘Outstanding Achievement for All’. We want to create a culture of success in which our children and young people can succeed. We do this through the provision of safe and supportive schools, collaborating to ensure our children benefit from a more effective spend of public money.

As part of the Chorus Trust Team, all staff have access to:



An ethos of being a **force for good**; of being part of a team that enables ‘outstanding achievement for all’.



Leading edge **training and development** through the South Yorkshire Teaching Hub.



Competitive **pension schemes**: Teacher’s Pension Scheme (teaching staff) and local government pension scheme (support staff).



Discounted **health schemes** through Westfield Health and Westfield Rewards Schemes, plus **free annual flu jabs** with Boots Corporate Health and **free eye tests** with Specsavers.



A **collaborative environment** encouraging knowledge sharing and support.



Term-time only contract postholders have the freedom of having **school holidays off**.



Career progression opportunities within a growing, local trust.



Support for **flexible working** arrangements.

You can read more about Chorus Trust at www.chorustrust.org.