



Dear Applicant

I am delighted that you have shown an interest in the Assistant Headteacher: Pedagogy & AI Strategy role at Aylesbury High School (AHS). I look forward to receiving your application should you choose to help lead our brilliant staff in achieving our vision of developing independent young women of strength and confidence.

We are proud of our excellent exam results, which empower our students to seize opportunities and make active choices for their 'next steps'. In order to thrive in these choices, we believe it is equally important to develop their emotional intelligence, strength and confidence. We celebrate that all our students are unique, and our breadth and ambition of curriculum (both within and beyond the classroom) and outstanding pastoral support, enables our students to excel, develop into lifelong learners and be active members of their communities. Dynamic personal development is key to achieving our goals for our students.

The vast majority of our students remain with us for seven years and the overwhelming majority of our Year 13 leavers go on to study at universities across the UK and further afield. This reflects the dedication and skill of our staff, the hard work of our students and our supportive parental body.

It is important that your values align with those of AHS, and that you are able to offer challenge and support to a welcoming, supportive and positive Senior Leadership Team.

We look forward to hearing from you and welcoming you to our collaborative and friendly school community, where I am sure you will get a sense of our enthusiasm and pride in what we are accomplishing.

Yours sincerely

Marieke Forster
Headmistress

JOB DESCRIPTION - Assistant Headteacher: Pedagogy & AI Strategy

Salary Leadership Range 12 - 16

Permanent, Full-Time

Please note that this is a full-time position only; we are unable to consider part-time arrangements.

The purpose of this job description is to outline the generic professional responsibilities associated with this post. Securing the right person is our primary objective and this will be tailored to both the skills and expertise of the successful candidate and to offer further professional development.

THE AHS CONTEXT

At Aylesbury High School (AHS), we aim to develop uniquely talented young adults who are independent, strong, and confident. As we navigate the Fourth Industrial Revolution, we recognise that Artificial Intelligence is a dual-edged sword. To #WalkTall in the modern world, our students must move beyond passive consumption to become autonomous, critical and creative thinkers.

Our core values—Boundless Aspiration, Resilient Bravery, Curious Engagement, and Selfless Generosity—underpin everything we do. We seek a visionary leader who can ensure our students leave AHS with the essential and human foundational literacies, competencies and learner character qualities that technology cannot replicate.

THE ROLE

The Assistant Headteacher (Pedagogy & AI Strategy) is the strategic lead for classroom excellence. While we navigate the digital frontier, you will ensure that pedagogy and learning remains at the heart of everything we do, delivering our curriculum intent (critical thinking, creative thinking and literacy) with consistency and rigour. Central to this role will be ensuring students move from ‘guided discovery’ in Year 7 to sophisticated, self-regulated scholarship in Year 13. By explicitly embedding metacognitive strategies, tools and technologies into the curriculum, you will enable learners to take ownership of their progress, fostering the critical ability to monitor, evaluate, and enhance their own self-efficacy as they transition into post-16 education and beyond.

CORE RESPONSIBILITIES

1. Curriculum Excellence & Ofsted EIF Delivery

- Exceptional Standards:** Lead the school’s strategic commitment to delivering the Ofsted Education Inspection Framework (EIF) at an exceptional standard, specifically within the Quality of Education judgement.
- Curriculum Intent & Implementation:** Support Heads of Departments in refining curriculum sequencing to ensure long-term retention and the mastery of complex concepts, meeting the highest benchmarks for student attainment.
- Impact & Attainment:** Use rigorous data analysis to monitor student outcomes, ensuring that pedagogical innovations, including AI, lead to measurable gains in academic achievement across all student cohorts.

2. Pedagogical Strategy & The Autonomy Roadmap

You will design and implement a strategy that maps the development of the AHS learner across three distinct phases:

- **Key Stage 3:** Focusing on ‘learning to learn’ and foundational literacies.
- **Key Stage 4:** Striving for disciplinary excellence (skills, knowledge & literacy) and the metacognitive tools and understanding to successfully drive one’s own learning.
- **Key Stage 5:** Developing the autonomous scholar through independent study, high-level research and learning agency.

3. Staff CPD & Performance Development Reviews (PDRs)

- **Performance Development:** Lead the Professional Development Review (PDR) process for teaching staff, ensuring that professional goals align with school priorities.
- **Strategic CPD:** Design and deliver a comprehensive CPD programme, with support from the Teaching Staff Development Lead. This includes supporting staff to further explore pedagogy and AI technologies.
- **Collective Professionalism:** Facilitate opportunities for quality professional dialogue and reflective practice so staff can learn together and from one another.

4. Literacy, Careers & Digital Learning

- **Literacy Lead:** Drive the whole-school strategy for reading, oracy, and disciplinary literacy. Promote a culture of reading for pleasure and ensure students can verbally articulate complex ideas and maintain writing stamina and concentration in an increasingly digital world.
- **Careers & Unifrog:** Strategic oversight of Careers education, ensuring the seamless integration of Unifrog to provide students with expert, unbiased guidance and a clear path to their future aspirations.
- **Digital Learning:** Oversee the evolution of the AHS digital classroom, ensuring that chosen technologies are purpose-driven and facilitate high quality teaching & learning.

5. Quality Assurance, Line Management & Accountability

- **Line Management:** Provide rigorous and supportive line management for specified academic departments and associated responsibility leads (e.g., Careers Lead, Literacy Lead).
- **QAR Leadership:** Contribute to the biennial Quality Assurance Reviews (QARs) to ensure equity of provision and that the T&L strategy is consistently delivered across all departments.
- **Compliance & Purpose:** Work with the Software Approval Committee to ensure infrastructure (including software and apps) is purpose-driven, compliant with our statutory and legal responsibilities and can sustainably facilitate change.

6. Benchmarking & External Partnerships

- **External Links:** Act as the primary liaison with the Good Future Foundation, using their framework to benchmark AHS’s progress in preparing students for an AI-integrated world.

The role requires flexibility and adaptability as the demands of the Governors/Trustees and the needs of the school change

PERSON SPECIFICATION

The successful candidate will:

- Be an outstanding teacher who understands how to build challenge and independence into the curriculum.
- Demonstrate a proven ability to hold staff to account through the PDR process and rigorous QA.
- Possess an understanding of the Ofsted EIF and how to translate it into classroom practice that achieves exceptional attainment.
- Balance technological ambition with an awareness of the practical constraints of school IT systems.
- Possess the interpersonal skills to lead staff through a period of significant cultural change.
- Be able to evidence leading whole-school initiatives with a tangible impact.
- Evidence the ability to self reflect and amend strategy accordingly.

HOW TO APPLY FOR THE ROLE

Please visit our website www.ahs.bucks.sch.uk/about-us/vacancies for a full application pack.

Aylesbury High School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

#AHSWalkTall

Closing date: 23rd February 2026

Interviews: After the closing date

SAFEGUARDING STATEMENT

CVs alone cannot be accepted for safeguarding reasons

If you are shortlisted for this post, you will also be required to complete a self-disclosure form as part of the recruitment process; this will not be used for shortlisting purposes.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Our Safeguarding Statement is [here](#). The appointment will be subject to references which are satisfactory for the advertised post, an enhanced DBS check with a Child Barred List check, identity checks, prohibition orders and qualification checks as appropriate.

AHS is an equal opportunities employer

We encourage early applications for all vacancies and reserve the right to close our vacancies at any time should the right candidates be found.