



ASSISTANT HEAD TEACHER

SALARY: £71,330 - £78,702 PER ANNUM - LEADERSHIP SCALE L14-18

LOCATION: THE THOMAS ALLEYNE ACADEMY, STEVENAGE

EMPLOYMENT: FULL TIME, PERMANENT

START DATE: 1 SEPTEMBER 2026

SUMMARY:

Following a strategic review of our leadership structure, we are excited to invite applications for an assistant head teacher role. This appointment represents a significant investment in our Senior Leadership Team as we enter our next phase of growth.

The successful candidate will be joining a supportive and experienced team. This role is suitable for someone with previous senior leadership experience or for an exceptional middle leader with substantial whole school responsibility, who is ready to take the next step into senior leadership.

Reporting to the Headteacher, the successful candidate will share a portfolio of strategic duties, including:

- Promote a whole-school approach to a positive learning environment, ensuring the Academy's values are reflected in students' character development and daily conduct.
- Reinforce high expectations for work and behaviour, providing a visible and reliable point of escalation for staff through duties and the on-call system.
- Maintain the most effective standards of teaching, learning and assessment through exceptional support for colleagues.
- Play a major role in formulating and reviewing the School Development Plan and the aims and objectives of the school.
- As part of the teaching staff, deliver highly effective lessons across the age range.
- Be a member of the senior leadership team and a deputy DSL.
- The post holder will be required to undertake specific responsibilities, appropriate to the level of the role, the details of which will be agreed after appointment. Please note that parts of this job description are illustrative of the general nature and level of responsibility of the role.

COURAGE : DETERMINATION : EMPATHY

ROLE & RESPONSIBILITIES:

Strategic Oversight

- Play a central role in formulating, reviewing, and delivering the School Development Plan (SDP), translating high-level aims into actionable policies that impact every classroom.
- Identify and dismantle barriers to school effectiveness, developing evidence-based strategies that are realistic, timely, and suited to the context of our school.
- Lead whole-school change initiatives with determination, ensuring that new routines and policies are embedded consistently by all staff.
- Support the Headteacher and Deputy Headteachers in reporting to the Governing Body and the Trust, providing transparent data on school performance.
- The post holder will be required to undertake specific responsibilities, appropriate to the level of the role, the details of which will be agreed after appointment.

Management

- Line manage heads of department to ensure high standards of teaching, learning and achievement in each subject area.
- Line manage a head of year to ensure implementation of the Pastoral System
- Support subject leaders with analysing data to inform their curriculum planning, implementation, and evaluation.
- Undertake professional reviews and promote CPD opportunities with teaching and support staff for which you have line management responsibility.
- Promote staff wellbeing and a positive, reflective professional culture.
- Contribute to the staff training and development programme including Inset days.

Professional Standards and School Operations

- Exemplary Teaching: Maintain the highest standards of classroom practice as an 'Excellent Teacher', adhering to DfE Teachers' Standards and acting as a pedagogical role model.
- Staff Development: Actively develop and enhance the teaching practice of others, taking accountability for leading and managing specific curriculum areas.
- Ofsted Readiness: Maintain an expert-level understanding of the Ofsted framework, leading staff training and communications to ensure the school is always inspection-ready.

- Visible Leadership: Maintain a high-profile presence around the Academy; managing duties, the on-call system, and providing a reliable point of escalation for staff.
- Drive, lead, and manage aspects of whole-school change, school improvement and effective implementation.
- Financial oversight: manage budgets and work with the CFO and SBM to ensure maximum value.

PERSON SPECIFICATION

We are looking for an outstanding practitioner who:

- Can demonstrate the impact they have had in delivering outstanding student outcomes to a range of abilities
- Has evidence of post-graduate study or professional leadership qualifications (e.g., NPQSL, NPQH) that has directly influenced school-wide practice.
- Can provide examples of strategic leadership in a whole-school context that has brought about an improvement in student outcomes
- Is committed to an inclusive, comprehensive education where all children are expected to make progress beyond the expectations of them
- Is a leader who embodies our core values of courage, determination and empathy.
- Has excellent communication skills both orally and in writing
- Is a visible leader who is comfortable being a high-profile presence around the Academy, serving as a point of escalation and a role model for professional standards.
- Can connect in a positive way with students across all key stages and their parents
- Has an excellent attendance and punctuality record
- Understands the importance of team work and is a committed team player both within and across schools
- Is excited by change and is able to turn innovative thinking into practical, successful leadership
- Is highly organised with the ability to balance a teaching timetable, strategic leadership responsibilities, and personal well-being.

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WHO WE ARE

The Hart Schools Trust, home to Thomas Alleyne Academy and Roebuck Academy, is embarking on a vibrant new chapter by merging with the Chiltern Learning Trust (CLT) in April 2026. This transition builds upon years of successful collaboration between our staff and CLT leadership. As part of an 18-school network, our community will benefit from expanded professional development and shared expertise. Furthermore, we are proud that the Hertfordshire Chiltern Training Group has been centred at Thomas Alleyne Academy since 2025, cementing our role as a hub for educational excellence.

More information on Chiltern Learning Trust and their staff benefits is available here:

[Chiltern Learning Trust - My New Term](#)

- The Thomas Alleyne Academy: a growing secondary school, with sixth form, in Stevenage. The school was graded 'Good' with 'Outstanding' leadership and management at its last Ofsted inspection in 2024.
- Roebuck Academy: a growing primary and nursery school in Stevenage. The school was graded 'Good' at its last Ofsted inspection in 2021.

If you are keen to make a difference and enjoy working as part of a supportive, dedicated and happy team please come and meet us – visits are warmly welcomed and recommended.

TO APPLY

Please apply via the 'My New Term' website. Please note that applications via any other format can not be accepted.

Application Deadline: 9am on Monday 23rd February 2026

Interviews will take place: w/c 2nd March 2026

SAFER RECRUITMENT STATEMENT

Hart Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check and provide proof of their right to work in the UK. In addition, Google searches will be conducted on shortlisted applicants.

The Thomas Alleyne Academy is an equal opportunities employer with a culture of inclusivity, and we welcome applications from all suitably qualified persons. We are committed to treating all people equally and respectfully, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

COURAGE : DETERMINATION : EMPATHY