

Assistant Head Teacher

School Name	Springwell School
Job Title	Assistant Head Teacher (phase lead)
Salary	L10 – L14 (£64,691 - £71,330) (Award pending)
Hours	Permanent, Full Time
Start Date	1 st September 2026
Closing Date	9 AM, Monday 27 th April 2026
Shortlisting date	Wednesday 29 th April 2026
Interview Dates	Monday 11 th or Tuesday 12 th May

This is an excellent opportunity for an experienced, dynamic and imaginative leader to join Springwell School. This is a strategic whole school role in an already thriving school, we are looking for a strong, well-rounded individual to fill the vacancy of Assistant Head Teacher.

Located in Thornhill on the edge of the city of Southampton, Springwell School is a vibrant well designated day special school for children aged from 4 - 11 years with complex learning difficulties including speech and language disorders, autism and challenging behaviours.

Our school encourages a supportive and positive learning ethos that enables both staff and pupils to work and learn together to develop their full potential, providing the highest possible standards of education and support to children, families and staff.

Working collaboratively with the Headteacher, Deputy Head and other school leaders, the ideal candidate will be a strong well-rounded individual who inspires a learning culture for all, be a highly driven leader who is an outstanding teacher with proven success in both teaching pupils with complex learning difficulties, and with leadership and management experience.

In our Ofsted inspection report (June 2023), we are exceptionally proud to maintain our 4th consecutive "Outstanding rating" with Ofsted commenting, 'Staff are proud to work in the school. One said, 'We're a really strong team'. They feel that leaders are thoughtful about workload and responsive to feedback.'

Your contribution

The successful candidates' responsibilities will include: -

- Supporting the improvement of standards in learning and teaching in a specific phase of the school
- Working in partnership with other Phase AHT's to support and coordinate assessment systems and timetables
- Oversee the monitoring of class planning and target setting
- Ensuring that as a school we are fully compliant with statutory curriculum requirements, implementing any changes as appropriate.
- Support the training, induction and development of ECT's
- Promote and safeguard the welfare of vulnerable children in our school
- Ensure high quality communication in promoting partnership working with parents, professionals and the wider community.
- Be able to manage your time effectively so you can deliver on strategic matters as well as operational demands

Please refer to the Recruitment pack which includes the Job Description and Person Specification detailing the full responsibilities and knowledge required for this role.

What can we offer you?

- Competitive salary with regular salary progression
- Opportunities for CPD
- Free on-site parking
- Pension Scheme
- Support and training
- Excellent development opportunities to grow within a positive and supportive team
- Employee Assistance Programme
- Mental Health and Wellbeing Support



What will you need?

- Qualified Teacher Status
- Experience of leading the teaching of pupils with complex learning difficulties
- Evidence of being an outstanding teacher
- Experience of curriculum development and innovation / assessment procedures within a special school
- Working knowledge of current national frameworks for education and special educational needs
- Be a positive role model, skilled coach and mentor and lead by example
- Be a robust and resilient leader, committed to going above and beyond
- Committed to working with pupils, parents and staff to raise standards

How to apply

To apply, please complete the application form on www.springwellschool.net and return to Rachel Ambrey, HR Lead, by email to recruitment@springwellschool.net. Alternatively, please post your completed application to HR at Springwell School, Hinkler Road, Thornhill, Southampton, SO19 6DH. We do not accept CV's. We encourage visits to school prior to application, please email to arrange a time.

Interview process

If successfully shortlisted and invited to interview, there will be

- an observation of you teaching a Springwell class
- 3-person panel interview to include a presentation and questions
- Tour of the school

Safeguarding

Springwell School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process including an enhanced disclosure and barring service check. Following recommendations from Keeping Children Safe in Education (KCSIE) for an additional pre-employment check with effect 1 Sept 22, please note, an online search may form part of this recruitment process.

Please note that we reserve the right to close a vacancy earlier than the advertised date if we receive applications that meet the criteria. We may also interview candidates at a mutually convenient time before the closing date, so please submit your application as soon as possible to avoid disappointment.

