



St. Michael's CE Junior School

Assistant Headteacher

(Curriculum, Teaching & Learning)

Information Pack



Assistant Headteacher (Curriculum, Teaching & Learning)

Leadership Scale (L4-L8): Full-time, Permanent
Start Date: September 2026

Are you ready to shape a school's future and make a profound difference to children's lives? Do you thrive in environments where your ideas matter, your expertise is valued, and your leadership can genuinely transform a community?

We are seeking an exceptional Assistant Headteacher for Curriculum, Teaching and Learning to join us at a pivotal moment in our school's journey. As a school that is on a journey for improvements we are far from discouraged. In fact, we are energised. With a new and evolving leadership team, a renewed sense of purpose, and an unwavering belief in what our children can achieve, we are determined to become a school that delivers excellence every day.

This is your opportunity to help shape that transformation.

Why This Role Matters

Our children deserve the very best. They deserve a curriculum that excites them, teaching that inspires them, and a school culture built on ambition, inclusion, and rooted in Christian Values. As Assistant Headteacher, you will be central to making this a reality.

You will lead with clarity, creativity, and moral purpose - ensuring that every child, regardless of background or starting point, experiences high-quality learning and leaves us with the confidence and skills to thrive.

What We Offer

- A genuine opportunity to shape a school's direction at a crucial stage of its improvement journey
- A supportive, forward-thinking leadership team committed to collaboration, reflection, and professional growth
- Investment in your development, your leadership, and your long-term career
- A community that is ready for change and eager to embrace high expectations
- Children who have a real thirst for learning and extra-curricular experiences
- The chance to use your talents, ideas, and expertise to build something exceptional



What We're Looking For

We are seeking a leader or aspiring leader who:

- Has a proven track record of improving teaching, learning, and curriculum outcomes
- Brings energy, resilience, and a relentless belief in children's potential
- Can inspire, coach, and empower staff at all stages of their career
- Thinks strategically and acts with integrity
- Thrives in a context where challenge and opportunity go hand in hand
- Wants to be part of a leadership team that is ambitious, reflective, and determined to make a difference
- Model excellent classroom practice and teach regularly—because you are not only a strong leader, but an exceptional teacher who genuinely enjoys being in the classroom.

Curriculum Development

- To be responsible for the implementation of an engaging creative curriculum across the whole school. Including supporting subject leaders, class teacher and ECTs across the school - alongside the Head teacher.
- To coach, team teach and increase the percentage of outstanding teachers across the school (this will be a key strand of the job specification)
- To contribute to:
 - The development, organisation and implementation of the school's curriculum
 - School policies on curriculum, teaching and learning, assessment, recording and reporting
 - Ensuring that information on pupil progress is used to improve teaching and learning, to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers and to aid Governors in their management of the school
 - Ensuring that the individual pupil's continuity of learning and effective progression of achievement are provided

This role is ideal for someone who is ready to step into senior leadership - or someone already experienced - who wants to be part of an exciting, transformative chapter in our school's story.

Join Us on This Journey

If you are driven by purpose, motivated by challenge, and excited by the chance to help build a school that our children, families, and staff can be proud of, we would love to hear from you. Come and help us make our school the very best it can be.



Job Description



Assistant Headteacher (Curriculum, Teaching & Learning)

Core Purpose of the Role

The Assistant Headteacher for Curriculum, Teaching & Learning will play a pivotal role in driving rapid school improvement and shaping a culture of high expectations, ambition, and inclusion. As a key member of the senior leadership team, you will lead the strategic development of the curriculum, strengthen the quality of teaching and learning, and ensure that every child receives an exceptional educational experience.

You will model outstanding classroom practice, inspire colleagues, and contribute to building a school where children thrive academically, socially, and personally.

Key Responsibilities

1. Strategic Leadership

- Contribute to the strategic direction and vision of the school as part of the senior leadership team.
- Support the Headteacher in driving rapid and sustainable school improvement.
- Lead with integrity, clarity, and moral purpose, ensuring decisions are always rooted in what is best for children.
- Promote a culture of ambition, inclusion, courage, and high expectations across the school.
- Support the development of a positive, collaborative, and reflective leadership culture.

2. Curriculum Leadership

- Lead the design, development, and implementation of a rich, engaging, and creative curriculum across the school.
- Ensure the curriculum is coherently sequenced, inclusive, and responsive to pupils' needs and interests.
- Support and develop subject leaders to ensure strong leadership across all areas of the curriculum.
- Monitor and evaluate the effectiveness of the curriculum, ensuring it leads to improved outcomes for all pupils.
- Ensure curriculum planning reflects the school's values and prepares pupils for life in modern Britain.



Job Description cont.



3. Teaching & Learning

- Model outstanding classroom practice and teach regularly, demonstrating a genuine enjoyment of teaching.
- Lead whole-school approaches to high-quality teaching, learning, and assessment.
- Coach, mentor, and support teachers—including ECTs—to improve practice and increase the proportion of highly effective teaching across the school.
- Lead professional development that inspires staff and builds collective expertise.
- Ensure that assessment information is used effectively to inform teaching, track progress, and raise achievement.

4. Raising Achievement

- Analyse school-wide data to identify strengths, gaps, and priorities for improvement.
- Work with staff to ensure all pupils make strong progress from their starting points.
- Ensure that information on pupil progress is used to:
 - Improve teaching and learning
 - Motivate and inform pupils
 - Inform parents and carers
 - Support transition to other educational settings
 - Provide accurate information to governors
- Ensure continuity of learning and effective progression for every pupil.

5. Staff Development & Leadership

- Inspire, motivate, and empower staff at all stages of their career.
- Lead by example, modelling professionalism, resilience, and reflective practice.
- Support staff wellbeing and foster a culture of collaboration and shared responsibility.
- Contribute to performance management processes, including coaching and feedback.

6. School Culture & Ethos

- Promote a school culture rooted in ambition, inclusion, courage, and joy.
- Build strong relationships with pupils, families, and the wider community.
- Uphold and model the school's values in all aspects of leadership.
- Contribute to creating a safe, nurturing environment where children feel valued and supported.

7. Safeguarding & Compliance

- Uphold the highest standards of safeguarding and child protection.
- Ensure compliance with statutory requirements, including those relating to curriculum, assessment, and equality.
- Maintain appropriate professional boundaries and confidentiality at all times.



Job Description cont.



Personal Qualities

The successful candidate will demonstrate:

- Energy, resilience, and a relentless belief in children's potential
- Warmth, integrity, and a commitment to nurturing the whole child
- A positive, solution-focused mindset
- The ability to thrive in a context where challenge and opportunity go hand in hand
- A passion for teaching and a genuine enjoyment of being in the classroom
- High expectations for pupils, staff, and themselves
- A commitment to professional growth and continuous improvement

This Role Is Ideal For...

- An aspiring senior leader ready to take the next step or
- An experienced leader seeking a new challenge in a school on an exciting improvement journey

If you are driven by purpose, motivated by challenge, and excited by the chance to help build a school that children, families, and staff can be proud of, we would be delighted to receive your application.



Person specification



	Criteria	Essential	Desirable	Evidence Source
Qualifications & Professional Development	Qualified Teacher Status (QTS)	Essential		Application
	Degree or equivalent	Essential		Application
	Evidence of sustained professional development in leadership, curriculum, teaching & learning	Essential		Application
	NPQSL/NPQH or willingness to undertake further leadership training		Desirable	Application
	Additional relevant qualifications		Desirable	Application
	Proven experience improving teaching, learning, and curriculum outcomes	Essential		Application / Statement
Experience	Experience leading curriculum development and implementation	Essential		Application / Statement
	Experience coaching, mentoring, and developing staff	Essential		Application / Statement
	Experience leading whole-school initiatives with measurable impact	Essential		Application / Statement
	Experience teaching across the primary age range	Essential		Application
	Experience working in a school on a journey of improvement		Desirable	Application / Statement
	EYFS, Key Stage 1 and Key Stage 2 experience		Desirable	Application / Statement
	Experience contributing to safeguarding, behaviour, or pastoral systems		Desirable	Application / Statement
	Deep understanding of high-quality teaching and learning	Essential		Statement / Interview



	Criteria	Essential	Desirable	Evidence Source
Knowledge & Understanding	Strong knowledge of curriculum design, sequencing, and evaluation	Essential		Statement / Interview
	Understanding of effective assessment systems	Essential		Statement / Interview
	Understanding of school improvement principles and change management	Essential		Statement / Interview
	Knowledge of statutory requirements (safeguarding, SEND, equality)	Essential		Statement / Interview
	Understanding of how values shape school culture and relationships	Essential		Statement / Interview
	Knowledge of national education priorities		Desirable	Statement / Interview
	An excellent teacher who models outstanding practice	Essential		Application / Interview / Observation
Skills & Abilities	Ability to inspire, motivate, and empower staff	Essential		Statement / Interview
	Strong interpersonal and communication skills	Essential		Statement / Interview
	Ability to analyse data and use it to drive improvement	Essential		Statement / Interview
	Ability to think strategically and act with integrity	Essential		Statement / Interview
	Ability to work collaboratively within a leadership team	Essential		Statement / Interview
	Ability to manage time, prioritise effectively, and meet deadlines	Essential		Statement / Interview
	Energy, resilience, and a relentless belief in children's potential	Essential		Statement / Interview



	Criteria	Essential	Desirable	Evidence Source
Personal Qualities	Warmth, integrity, and commitment to whole-child development	Essential		Statement / Interview
	Reflective, solution-focused, and motivated by challenge	Essential		Statement / Interview
	High expectations for pupils, staff, and self	Essential		Statement / Interview
	Commitment to professional growth and continuous improvement	Essential		Statement / Interview
	Strong commitment to safeguarding and promoting the welfare of children	Essential		Application / Interview
Safeguarding	Understanding of statutory safeguarding requirements	Essential		Application / Interview
	Current DSL Qualification and experience as a DDSL		Desirable	Application

Application procedure

Visits to see our wonderful school are warmly welcomed. Please contact Rachel Woodhouse, School Business Manager, to arrange an appointment.

If you feel that St Michael's Junior School could be a place where you would like to work, please complete the teaching application form and return it by email to r.woodhouse@st-michaels-jun.hants.sch.uk by midnight on Thursday 30th April 2026.

Interviews will take place on Thursday 7th May 2026.

Safer Recruitment

St Michael's Church of England Junior School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including an online search as part of Keeping Children Safe in Education 2025 guidance.

