



ASSISTANT HEADTEACHER

APPLICANT PACK



FURNESS
ACADEMY

WELCOME TO FURNESS ACADEMY

Thank you for considering us for the next step in your career. We are looking to appoint two Assistant Headteachers to our growing leadership team, as we continue on our journey of improvement and aim to deliver the best possible education and opportunities for our students.

At Furness Academy, we foster a strong, positive culture for learning and pride ourselves on the high expectations and standards that are maintained by all students. These expectations are here to support our students in becoming the very best version of themselves.

Underpinned by our core values of **respect**, **responsibility** and **relationships**, we encourage all our students to stay curious, be engaged, and aim high, be respectful, act responsibly, and always show kindness to others.

Our aim is simple but powerful: to send every student out into the world confident, prepared, and equipped with the values and character needed to succeed in any path they choose.

During a child's time with us, they will be grounded in the skills they need for adult life, supported by expert and caring staff in our world class facilities.



The strong sense of community, shared purpose, and commitment to the personal and academic growth of each student is what motivates me every day.

Furness Academy really is a special place, and I feel incredibly privileged to lead such a dedicated and talented team of staff who work hard to support our students.

I am proud to be headteacher of Furness Academy and look forward to welcoming you into our Furness Family.

Helen Robinson - Headteacher







THE ROLE

ASSISTANT HEADTEACHER POSTS - LEADERSHIP SCALE L15-L18

To work in partnership with Leadership Team colleagues in providing high level strategic, management and operational direction for the school. To share with other members of Leadership Team the responsibility for setting and maintaining, monitoring and improving standards across the school. To support colleagues, including senior leaders and middle leaders, in their work to develop and improve the academy to achieve high standards across all aspects of academy life. We recognise that each leader brings unique strengths. Specific responsibilities will therefore be discussed and agreed with the successful candidates to ensure the best fit for both the individual and the school.







KEY RESPONSIBILITIES

In partnership with the Headteacher and the Senior Leadership Team, the Assistant Headteacher will provide professional leadership and management of areas of responsibility. We recognise that each leader brings unique strengths. Specific responsibilities will therefore be discussed and agreed with the successful candidate to ensure the best fit for both the individual and the school.

Expectation of Academy Leadership Team

- As a key member of the Senior Leadership Team, you will assist in contributing to vision, sense of purpose and pride within the academy.
- Uphold the Trusts vision of 'working together to achieve excellence for all'.
- Lead staff with drive, ambition and compassion, in line with the academy values.
- Promote the highest standards of courtesy and mutual respect amongst all members of the academy community.
- Contribute to the strategic direction of the academy to ensure school improvement.
- Involvement in the development of all aspects of the academy, including its policies and their implementation.
- Initiate and manage change and improvement to develop the academy and staff.
- Advise and assist the Governing Body as required, including attendance at meetings and preparation of reports.
- Inspire, challenge, motivate and empower others to attain challenging outcomes.
- Establish clear expectations and constructive working relationships among staff.
- Maintain high expectations of all staff and be prepared to challenge underperformance.
- Demonstrate high professional standards. To act as a role model to staff and students through excellent leadership
- Keep a high profile within the academy.
- Use Leadership and Management time effectively to achieve targets.
- Have Line Management responsibility, overseeing a number of departments and a year group.



Operational/Strategic Planning

- Develop and implement policies and procedures in order to improve student progress and achievement.
- Work with colleagues to formulate aims, objectives and strategic plans which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the academy.
- Provide inspirational and professional leadership and management for the Academy.
- Support the Headteacher in establishing a culture that promotes excellence, equality and high expectations for all students.

Teaching and Learning

- As part of the Senior Leadership Team, continue to maintain an environment that promotes and secures exceptional teaching, learning, standards of achievement, behaviour and attendance.
- Ensure that students develop study skills in order to learn more effectively and with increasing independence.
- Monitor and evaluate the quality of teaching and learning and achievement of selected student groups through appropriate methods.
- Set appropriate and demanding expectations and targets for students' learning and motivation, building on prior attainment.

Leading and Managing Staff

- Work closely with the leadership team and other key staff with a focus on raising standards.
- Monitor and support the work of middle leaders to ensure they are working effectively to deliver outstanding progress for students.
- Direct the work of associate staff with responsibilities that fall within your remit.

Safeguarding Young People

- Commit to the safeguarding and promotion of the welfare of young people and to demonstrate this commitment in every aspect of this post.
- Encourage, through leadership, the care and guidance for students that enables the academy to provide a safe environment for students to learn.

Attendance and Behaviour

- Set high expectations for students' behaviour and attendance, establishing and maintaining a good standard of discipline through well-focused teaching, through positive and productive relationships and through consistent use of the academy's Behaviour Policy.



Manage Own Performance and Development

- Take responsibility for your own professional development, keeping up to date with research and developments in pedagogy and in the subjects taught.
- Set a good example to staff and students in terms of presentation and personal conduct.
- To constantly evaluate your own teaching critically and use this to improve effectiveness.
- Engage actively in the performance management and review process.

Communication

- Communicate as appropriate with staff to identify and improve their performance and quality both within their roles and across the wider academy.
- Ensure communication with parents is regular and informed and use academy systems to record contact over time.
- Liaise with parents and external agencies on the wellbeing and progress of pupils.
- Organise, chair and attend internal/external meetings associated with this role.
- Liaise effectively with Headteacher and Deputy Headteacher(s) to ensure the smooth day to day running of the academy.

Other

- Promote teamwork and to motivate staff to ensure effective working relations.
- Treat all users of the academy with courtesy and consideration.
- Be aware and comply with all academy policies at all times.







PERSON SPECIFICATION

Qualifications and Professional Development	<p>Essential</p> <ul style="list-style-type: none"> • First Class or Upper Second-class Good honours Degree • Qualified teacher status <p>Desirable</p> <ul style="list-style-type: none"> • NPSL qualification or willingness to undertake the qualification • Evidence of relevant CPD • Membership of a national professional organisation
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Substantial leadership experience in a secondary school with strong evidence of success and impact • Experience of leadership of whole school initiatives • Experience of leading a team of staff <p>Desirable</p> <ul style="list-style-type: none"> • Previous experience of a senior leadership role • Experience of strategic planning and innovative thinking and translating this into effective intervention strategies



Knowledge	<p>Essential</p> <ul style="list-style-type: none"> • Understanding of school improvement • Understanding of how to manage change and innovation • Understanding of how to deliver high quality Teaching and Learning <p>Desirable</p> <ul style="list-style-type: none"> • Knowledge of data systems (Arbor) • Understanding of national context and implications for schools
Skills and Abilities	<p>Essential</p> <ul style="list-style-type: none"> • The ability to act as an effective role model • The ability to analyse and evaluate key data • Ability to exercise good judgement and make effective decisions • Good organisational skills and high levels of self-motivation • Professional and personal integrity • Well-developed communication skills • The ability to motivate, inspiring confidence in students that they can succeed and achieve their personal best <p>Desirable</p> <ul style="list-style-type: none"> • Confident user of a wide range of ICT applications • Can manage conflict and think creatively to solve problems
Professional Development	<p>Essential</p> <ul style="list-style-type: none"> • Ability to provide evidence to show a commitment to professional development
Values	<p>Essential</p> <ul style="list-style-type: none"> • Committed to Furness Academy values • Committed to achieving the best for every student • Always support academy ethos and values, both within the academy and the wider community • Active contribution to the wider part of academy life
Personal Qualities	<p>Essential</p> <ul style="list-style-type: none"> • Inspirational, dedicated and motivated individual • Desire to be the best you can be • Passionate about the education of young people • Ability to stay calm under pressure





WHY FURNESS EDUCATION TRUST

At Furness Education Trust, our vision is "Working together to achieve excellence for all." We are deeply committed to educational excellence, ensuring every child reaches their full potential. Our Trust is an exceptional place to work, offering a supportive and dedicated team of staff who share a common goal of making a difference to the life opportunities of pupils. We take great pride in developing and nurturing talent by providing extensive opportunities for staff training and professional development. Whether you're an experienced educator or just starting your journey in education, Furness Education Trust is a place where you can thrive, grow, and make a lasting impact.

Furness Education Trust is a dynamic and inclusive multi-academy trust based in Barrow in Furness, Cumbria serving the Furness Community, located near the centre of the historic shipbuilding town, we are close to the southern boundary of the Lake District National Park. Currently comprised of seven schools including two secondary schools; Furness Academy and Walney School and five primary schools, the Trust aims to develop best practice by collaborating and working together to give the best of everything to every child.



Furness Academy are in a position to offer an exceptional opportunity to strengthen its growing senior leadership team with the addition of two Assistant Headteachers. The successful applicants will be enthusiastic, dynamic, motivated and inspirational leaders, ready to take the next step in their leadership career.

In partnership with the Headteacher and the Senior Leadership Team, the Assistant Headteacher will provide professional leadership and management of areas of responsibility that will be agreed based on the candidate's skills, knowledge and experience. Your application needs to express what you will contribute to a senior leadership team aligned with the vision of the academy, based on your skills, knowledge and experience.

This is an exciting opportunity to join a growing team and assist in contributing to the vision, sense of purpose and pride that exists within Furness Academy.





We are:

- A seven school multi-academy Trust with over 2600 students, four schools rated Ofsted Good and two rated Ofsted Outstanding, with excellent potential for the future;
- A family of schools with a comprehensive intake, playing a key role in our local community and a strong foundation of moral purpose;
- A Trust that has at its heart a sense of ambition and determination to deliver excellent teaching, care and holistic school experience.
- A Trust whose work is underpinned by the values of collaboration, aspiration, excellence and integrity to deliver the best possible education and opportunities for all students.

We are seeking an individual who is:

- Senior or middle leadership experience in secondary school with strong evidence of success and impact, at a department or year group level
- Experience of leadership of whole school initiatives.
- An exceptional leader with a track record for improving student outcomes
- An outstanding classroom practitioner with a deep subject knowledge with proven track record of success
- An inspirational leader with the ability to motivate and develop colleagues.
- Passionate about education and dedicated to inspiring students.
- An excellent communicator with strong interpersonal skills, who is at ease with all stakeholders but particularly students and parents/carers
- Proactive, organised, and able to manage multiple priorities effectively.
- Committed to continuous professional development, with a deep knowledge and clear understanding of educational legislation, new innovation and developments

You will also be:

- Supportive of the academy's ethos and values at all times both within the academy and the wider community.
- Committed to inspiring students and staff in the development initiatives and strategies, promoting whole school improvement.

Visits to the school are recommended. Should you wish to book a tour please contact Donna Struthers on dstruthers@furnessacademy.co.uk to arrange.



If you feel you are the right person to join Furness Academy and help it continue on its improvement journey, please complete all sections of the application form.

In addition, please submit a letter (maximum two sides of A4) addressing the following:

- How has your experience to date prepared you for this role?
- What qualities would you bring to our Leadership Team?

Closing date: 9am Monday 10th November 2025
Interviews: Will be held shortly afterwards, date to be confirmed

For further information or enquiries regarding this post, please contact the HR Manager on **01229 484277** or via email to hrrecruitment@furnessacademy.co.uk, or alternatively you may download an information package and application form from our website at www.furnessacademy.co.uk.

Furness Academy is committed to safeguarding and promoting the welfare of its students. All applicants are subject to the requirements of the Safeguarding Children and Safer Recruitment in Education guidelines. This will include checks with past employers and the need for the successful applicant to hold or undergo a suitable enhanced DBS disclosure. This is a permanent post.



