



Olive Academies

Assistant Headteacher Quality of Education

OA-North View

- £61,582 - £67,796
- Teachers' Pension Scheme
- OA Benefits Package

[Apply now](#)

To arrange an informal discussion or to visit the school, please phone 01375 531661

Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.

About OA–North View

OA-North View (OA-NoV) is a brand new SEMH independent school based in Tilbury. The school supports up to 30 learners with social, emotional and mental health needs.

Alongside our broad and balanced curriculum, we also offer bespoke support for our pupils' mental health and wellbeing, and to help pupils understand themselves and their emotions. We are driven by a fully inclusive philosophy, and we want to empower our learners so they can take their space successfully in the wider community. We will:

- give pupils real-world experiences
- deliver outstanding learning and teaching
- offer rigorous and high-quality critique and feedback of pupils' work
- develop dynamic leadership – including staff and pupil leadership
- maintain a culture of respect
- create a pathway to post-16 education, employment or training

This is your chance to improve the education, and lives, of some of the most vulnerable children and young people in Thurrock.

If you have the experience and enthusiasm to make a lasting difference to the pupils we support, we would love to hear from you.

Thank you for your interest.

Kerry Geary

Head of School



"The education we provide is **so much more than a subject**. For some of our young people we are the only constant trustworthy adult in their life"

"Being part of Olive Academies means **making things happen** – supporting children who have felt let down by education, giving them the **skills to be successful** and watching them grow."

"I like that I have the **freedom to be creative** within education."

"Everyone's **ideas and experience is genuinely valued**, no matter your role."

"I like having to **think outside of the box** and **adapt my ways of working**, whether that's teaching phonics whilst playing with small world or practising times tables when playing football! I enjoy every day at Olive."

Job description

We are seeking to appoint an Assistant Headteacher - Quality of Education for OA-North View. We are looking for a transformational senior leader who will play a vital part in our trust to help us improve the lives of young people who have faced multiple barriers to learning. Someone who will lead by example and challenge us to deliver the very best learning opportunities for our pupils.

You will:

- lead and develop all aspects of teaching, learning and assessment in the school
- oversee and develop the curriculum, its delivery and pupil progress and tracking
- be the strategic and operational lead for Quality Assurance
- be the strategic and operational lead for professional development
- oversee and lead examinations and associated processes
- demonstrate the highest quality of teaching, learning and assessment in own practice – inspiring both our staff and pupils
- lead careers education and post 16 links
- be committed to tackling disadvantage and improving every student's wellbeing and life chances
- work as part of the school's Senior Leadership Team to develop and deliver the shared vision and strategic improvement plan for the school - inspire, challenge, motivate and empower others to attain ambitious outcomes
- work with parents, carers, and outside agencies to ensure pupil's needs are best met
- set expectations and maintain a positive and safe learning environment
- use Olive's behaviour policies to ensure that high expectations for behaviour are maintained
- act on child protection concerns immediately; read, understand, and implement OA's safeguarding policy and procedures, and Keeping Children Safe in Education
- plan strategically – write and implement effective and targeted development plans for areas of responsibility
- be a role model for our students, showing leadership, resilience, and empathy
- effectively line manage teams and individuals
- fulfil wider professional responsibilities
- support the trust's values and ethos by contributing to the development and implementation of policies, practices, and procedures
- work closely with the school's Designated Safeguarding Lead and ensure that all due processes are adhered to regarding child protection and safeguarding procedures
- work collaboratively and cohesively as part of the Senior Leadership Team

Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of school to carry out appropriate duties within the context of the job, skills and grade.

Person specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

Qualifications and training

First degree or equivalent	A	Essential
DfE recognised qualified teacher status or qualified teacher learning and skills status	A	Essential
Evidence of CPD relevant to a strategic leadership post	A	Desirable

Experience

Significant recent and relevant experience as a middle leader or assistant headteacher in a secondary or SEMH school	A, I	Essential
Evidence of leading a curriculum area and driving innovations in teaching and learning	A, I	Essential
Experience of line management with demonstrable positive impact on the professional development of colleagues	A, I	Essential
Experience of supporting all aspects of inclusion to successfully work with pupils with complex SEMH needs	A, I	Essential
Successful and proven track record of leading a whole school area with demonstrable impact on school improvement	A, I	Desirable
Experience of analysing and interpreting assessment data to ensure effective pupil progress, raise standards and achieve excellent pupil outcomes	A, I, T	Desirable

Knowledge

A solid understanding of a range of teaching and learning strategies and a good understanding of current pedagogical thinking	A,I	Essential
Strong knowledge of effective curriculum planning and development that meets the needs of all learners	A,I	Essential
Knowledge of what constitutes outstanding teaching and learning (including teacher standards) and a range of strategies (including coaching and mentoring systems) to support the development of teaching and learning	A,I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A, I, T	Essential
An understanding of how to work effectively with parents	A, I	Desirable
An understanding of the whole school examination process	A,I	Desirable
Knowledge of whole school quality assurance, progress, curriculum and accountability	A,I	Desirable

Personal aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to your own personal and professional development and that of all staff	A, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
Commitment to the vision, values, aims and objectives of Olive Academies MAT	A, I	Essential
Commitment to an open, collaborative style of leadership and management	I	Essential
Personal commitment to promoting inclusion, diversity and access	A, I	Essential

Transform young lives with Olive Academies

Thank you for your interest in working with Olive Academies.
We look forward to receiving your application.

[Find out more and apply.](#)

   oliveacademies.co.uk