

Trust Associate Headteacher Candidate Pack

Forward As One Church of England Multi Academy Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Working as One Family to put young people first

With roots in an Outstanding, inner-urban, multi-cultural National Support School, educational charity Forward as One is a growing Church of England Multi-Academy Trust of faith and non-faith schools in local authorities across Greater Manchester.

Our strong, sustainable and local trust has a proven track record of excellence in school performance, trust leadership and management, creating stable and successful learning and working environments for both adults and students.

One Team, One Mission, One Family

With the collaborative support of our One Team, school leaders, staff, students and families work towards our One Mission as One Family, empowering young people with the education and opportunities they need to flourish and prosper during their lifetimes. Forward As One puts young people first in order to build communities that thrive economically, academically, spiritually, physically and emotionally.



The Role

Job title: Trust Associate Headteacher

Directorate: Forward As One CE Multi Academy Trust

Reporting to: Director of Leadership

Salary Scale: Leadership, spinal point to be determined based on experience

Type: Full time, permanent contract

Hours: 32.5 hours per week

Employers Pension Contributions: Local Government Pension Scheme

Location: Trust-wide role (across the Northwest)

Closing Date: 28th November 2026 – 9am

Interview Date: TBC

Start Date: ASAP

Purpose of the post:

Forward As One CE Trust are seeking to appoint a driven, dynamic, and committed Associate Headteacher, who has the passion and skill set to lead on a key area of school improvement, supporting learning & teaching through our school-to-school support offer. We are seeking an inspirational leader to join our forward thinking, Central Trust School Improvement team at this pivotal time in our Trusts development.

This is an exciting opportunity to join a passionate team who are determined to ensure each child and adult, in each school, reaches their full potential. Are you willing to make a difference?

We are looking for someone who:

- * Is an outstanding classroom practitioner
- * Has an outstanding knowledge of learning & teaching
- * Is aspirant to become a Headteacher in the near future
- * Uses research to become evidence informed
- * Is able to work well in a team and motivate others
- * Can challenge appropriately and build effective relationships
- * Is able to lead a team and contribute to raising standards and evidencing impact
- * Inspires a love of learning and is committed to learning themselves as a Leader
- * Has previous experience of leading on whole school improvement priorities
- * Has high expectations for themselves and all pupils
- * Is committed to upholding the Christian character and vision of the Trust

This is a unique post, offering a 'readiness for Headship' through:

- * A close-working School Improvement team with a desire to impact on each school community
- * A caring, warm and friendly Trust which prioritises development & growth
- * A well-respected Trust with a strong Christian Ethos
- * Happy, well-balanced children who are willing to learn
- * Supportive and enthusiastic Trustees, School Leaders, Staff and Children
- * Rich, high-quality professional development opportunities (regionally and nationally) through our Trust Professional Development Flightpath – e.g – a fully-funded NPQH
- * An opportunity to become a Visiting Fellow with Ambition Institute
- * Mentoring, guidance and coaching with our CEO and Directors of Leadership & Learning

Training and qualifications:

Essential:

- * Qualified teacher status
- * Degree
- * Evidence of regular and appropriate professional development for the role of Associate Headteacher
- * Evidence of regular and appropriate professional development of Early Reading/ Phonics

Desirable:

- * Evidence of Leadership professional development – NPQH/SL
- * Recent participation in a range of relevant in-service training

Experience of teaching and educational leadership:

Essential:

- * Teaching experience within EYFS/KS1
- * Successful planning, teaching and assessment in EYFS/KS1
- * In-depth knowledge and understanding of the EYFS Framework (2021) and the National Curriculum
- * Experience of leading a whole school initiative/staff training/INSET
- * To have had key involvement in reviewing and developing learning & teaching practice

Desirable:

- * Experience of working within a Multi Academy Trust
- * Recent and relevant experience of Senior Leadership within a school setting

Professional knowledge, understanding & experience

Essential:

Knowledge and Understanding

- * Knowledge & understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential
- * Knowledge and understanding of the learning opportunities in the outdoor environment
- * Experience of the application of ICT in teaching and learning, assessment and tracking pupil progress
- * Demonstrate knowledge and understanding of child protection and safeguarding issues
- * Demonstrate knowledge and understanding of the teaching and assessment of phonics

Teaching and Assessment

- * Able to effectively use data, assessment and target setting to raise standards/ address weaknesses
- * To have a well-informed understanding of the assessment requirements and arrangements for EYFS and KS1/KS2

Pupil Progress

- * To have current experience of monitoring and recording pupil progress
- * To have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as or better than similar learners nationally
- * Professional attributes and skills
- * Able to promote collaboration and work effectively as a team member
- * Able to contribute to the professional development of colleagues through effective practice and providing advice and feedback
- * Able to lead teams and challenge underperformance

Professional characteristics

- * Contribute to the wider life and work of the Trust

Personal skills & attributes

Applicants should be able to provide evidence that they have the necessary personal skills and attributes required by the post

Essential:

- * A strong Educational Philosophy
- * Effective interpersonal skills and a commitment to developing good working relationships with colleagues across the Trust and the wider Trust community
- * Be a positive role model and demonstrate leadership qualities
- * Ability to prioritise time effectively and work under pressure
- * Personal impact and enthusiasm
- * Commitment, integrity, and resilience
- * A high degree of emotional intelligence
- * Able to take onboard and respond to coaching/advice
- * A strong commitment to equal opportunities

