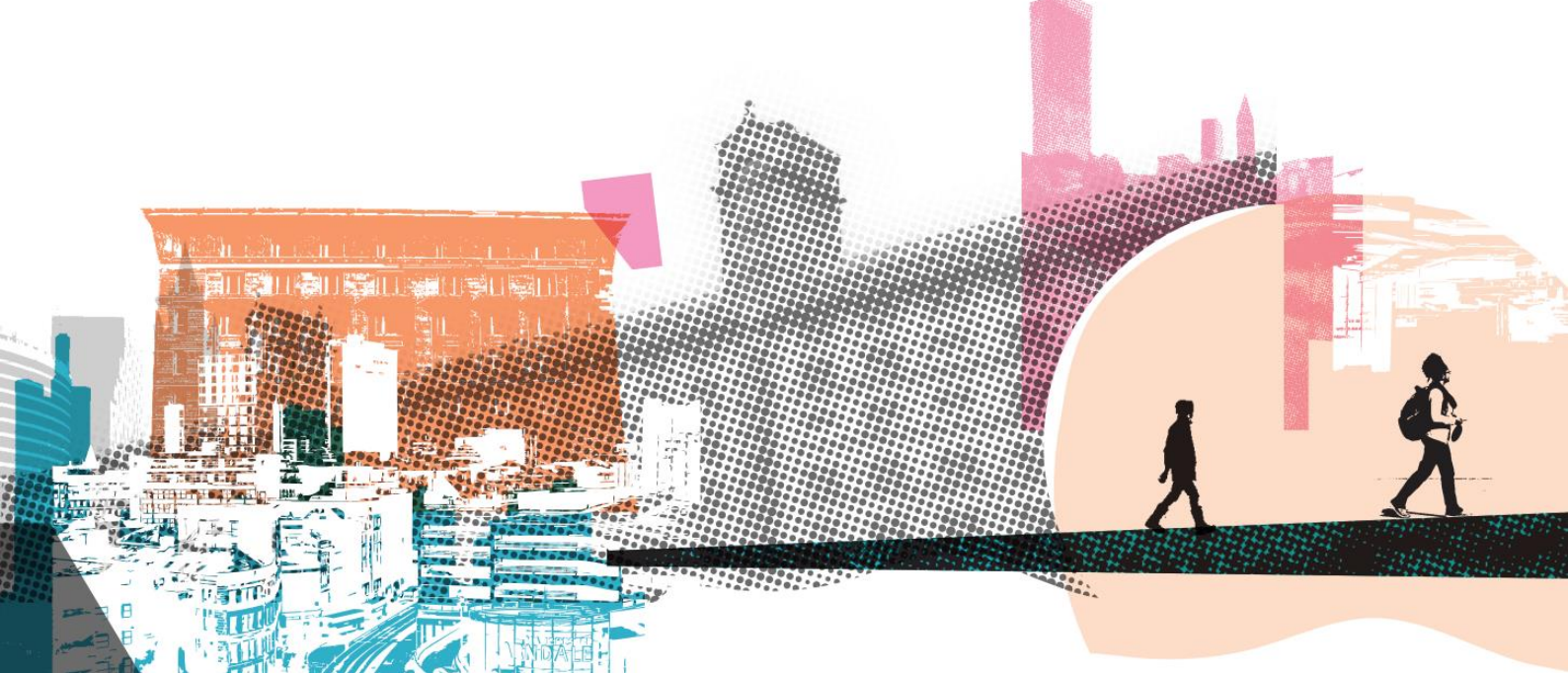


# THE BIG LiFE GROUP



## Assistant Headteacher (KS2)

This job changes lives



## About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

## Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

# Working at Big Life Schools

[Big Life Schools](#) is a Multi-Academy Trust which functions as part of the wider Big Life Group, and we share those group-led values within our school communities. At Big Life Schools, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with our staff. [Recruitment at Unity Community Primary](#)

## Be yourself

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We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

## Benefits that matter

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We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, your birthday off, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

## Recognised as outstanding

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We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

## Support and progression

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We work with all our teaching and support staff to explore ways of reducing workload and improving wellbeing. When joining our schools, you can expect a range of support from senior leaders, who operate a coaching model, and from the dedicated curriculum and wellbeing leads.

**If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.**



# Job Description: Assistant Headteacher

## The basics

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### Salary

Leadership Scale L6-L10 (£58,569 - £64,691)

### Hours

Full-time school hours, permanent

### Annual leave

Term-time only + your birthday off

### Base

Unity Community Primary School

### Line manager

Headteacher

**Closing date for applications:** Thursday, 14 May

**Interviews:** Wednesday, 20 May

## What you'll be doing

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As our Assistant Headteacher, you will be a key member of the Senior Leadership Team, leading a KS2 phase while maintaining class teacher responsibilities.

You will play a central role in shaping and delivering the school's vision, driving high standards of teaching and learning, and supporting staff to achieve the best outcomes for all pupils. You will lead a core subject across the school and contribute to whole-school improvement, ensuring that teaching, curriculum and pastoral care are of the highest quality.

This is a dynamic leadership role combining classroom excellence, strategic leadership, staff development and community engagement.

## **Main duties**

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1. Lead a KS2 phase, ensuring high-quality teaching, learning and pupil outcomes.
2. Deliver outstanding classroom teaching and act as a role model for staff.
3. Support, challenge and develop staff to maximise attainment and achievement.
4. Deploy staff effectively and promote high standards of teaching practice.

## **School leadership and improvement**

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1. Contribute to the strategic leadership of the school as part of the Senior Leadership Team.
2. Lead a core subject across the school, including Early Years where appropriate.
3. Monitor pupil progress and use data to drive improvements in teaching and learning.
4. Contribute to self-evaluation and school improvement planning.
5. Lead curriculum development within your phase and subject area.

## **Pupil care and inclusion**

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1. Promote a safe, inclusive and nurturing learning environment.
2. Ensure safeguarding procedures are followed and contribute to the welfare of all pupils.
3. Support pastoral care, behaviour and attendance in line with school policies.
4. Promote resilience, independence and positive behaviour among pupils.

## **Staff management and development**

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1. Line manage and support staff, including performance management and wellbeing.
2. Contribute to recruitment, induction and development of staff.
3. Deliver and support high-quality professional development.
4. Monitor standards across the school to ensure continuous improvement.

## **Relationships and community**

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1. Build strong relationships with pupils, parents, staff and the wider community.
2. Work collaboratively with governors and contribute to reporting and accountability.
3. Support engagement with parents and respond positively to concerns.
4. Develop links with external organisations to support continuity and progression.

## **Work-related expectations**

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1. Work within Big Life Group's mission, values and ethos.
2. Contribute to the development of Big Life Schools Trust.
3. Work in accordance with all Big Life Group policies, particularly safeguarding, health and safety and information governance.
4. Commit to ongoing professional development and training.
5. Work in line with all relevant legislation and statutory guidance.
6. Participate in regular supervision and appraisal.
7. Undertake any other duties appropriate to the role.

## **About Unity Community Primary School**

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Big Life Schools currently has two primary schools within Manchester, each with an attached nursery: [Longsight Community Primary School](#) (Longsight) and [Unity Community Primary School](#) (Cheetham Hill).

**Unity Community Primary** is a two-form entry primary school serving a richly diverse community in Cheetham, North Manchester. Unity is part of the multi-academy trust Big Life Schools, which shares the vision and values of the Big Life group.

We have nearly 400 pupils aged 2-11, coming from many different countries and speaking 38 different languages. Our pupils are happy children who love school, and we want to encourage them to have the best possible start in life. We work hard to be a truly inclusive community. Diversity, respect and tolerance are at the core of our school identity, and we are proud to have the Rights Respecting Gold Award and the Belonging Matters Charter Mark.

As a school we use trauma-informed approaches to support our children's emotional health and wellbeing. We also put a great emphasis on developing positive relationships between every member of our school community.

Candidates are highly encouraged to visit the school and discuss the position with a member of our Senior Leadership. Please ring the school office on 0161 871 2614 or visit [www.unitycommunityprimary.com](http://www.unitycommunityprimary.com) for more information about our school.

**The Big Life Schools is committed to safeguarding children and vulnerable adults.**

**The post is subject to an Enhanced DBS with a check of adults barred list and is exempt from the Rehabilitation of Offenders Act 1974**

# Person Specification: Assistant Headteacher

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

## Experience

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1. Qualified teacher with at least 5 years' recent primary teaching experience.
2. Experience teaching across the primary age range, including pupils with SEND.
3. Experience leading a subject or whole-school initiative.

## Skills

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1. Excellent classroom practitioner with strong leadership skills.
2. Ability to lead, support and motivate staff to achieve high performance.
3. Strong organisational skills and ability to manage competing priorities.
4. Excellent communication and interpersonal skills.
5. Ability to deliver effective staff development.
6. Ability to build strong relationships with parents, staff and the wider community.

## Knowledge

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1. Strong understanding of the National Curriculum and effective teaching practice.
2. Knowledge of trauma-informed and inclusive approaches to learning.
3. Understanding of barriers to learning and how to support diverse needs.
4. Experience of assessment, data analysis and target setting.
5. Strong understanding of safeguarding requirements.

## Personal qualities

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1. Positive, resilient and reflective.
2. Strong role model with high professional standards.
3. Emotionally intelligent, empathetic and adaptable.
4. Creative and proactive approach to leadership and teaching.
5. Commitment to equality, inclusion and the values of Big Life Group.



# THE BIG LIFE GROUP

We fight for equity –  
in health, in wealth and in life.