

The Growth Learning Collective

Assistant Head Teacher & Subject Leader (English)
Fixed term until Easter 2027 (Mat Cover)

Newington Green Primary School

Welcome and information about Newington Green Primary School, The Growth Learning Collective

Dear Applicant,

We are delighted that you are interested in joining the team here at The Growth Learning Collective.

This pack provides some more detailed information and will hopefully give you a good insight into the school's ethos. We are schools working in partnership with each other to deliver the very best education possible for our children.

At Newington Green we need staff who will thrive on a challenge, enjoy working as a team and who will not be scared of trying new ways of doing things. **To be successful here you will need to be passionate about improving the life chances of pupils and their families. For our children, an excellent education will make a defining difference in their lives- and it essential that we recruit staff who share our commitment.**

We are a 'outstanding' school striving for constant improvement and working towards being outstanding. You will find a friendly and supportive staff, who are committed to improvement and having fun as staff team along the way!

You can expect from us a school committed to your professional learning, doing things better, a supportive team, and opportunities for your professional growth across our Federation of schools.

We are happy to host visits for all candidates and are happy to share school key documents which will help give you a sense of the strengths and areas for development in the school. If you would relish being a part of driving and supporting improvement as the Assistant Head- please come and visit us to find out more!

We are happy to talk to any candidates or show you around - please reach out via the school office.

Yours sincerely,

Paul Thomas, Executive Headteacher

Mariead McDonnell, Head of School



The Growth Learning Collective

Introduction

The Growth Learning Collective is the federation of Newington Green Primary School and Rotherfield Primary School, two thriving community schools in Islington. After five years of close collaboration, the governing boards of both schools voted unanimously to federate in July 2022, creating a unified leadership and governance structure that strengthens educational outcomes and community engagement.

Our federation is built on a shared belief: by working together, we can achieve more than we ever could alone. This partnership allows us to share expertise, pool resources, and deliver a rich, inclusive curriculum tailored to the needs of our diverse learners.

Executive Headteacher Paul Thomas explains:

"We are passionate about improving the life chances of all pupils, giving them the best opportunities to be ambitious. The Growth Learning Collective is a place where children flourish, the community feel a sense of pride and belonging, and where staff thrive."

Federation Benefits

The Growth Learning Collective offers a range of benefits for pupils, staff, and the wider community:

Shared Expertise: Staff across both schools collaborate to share best practices, specialist knowledge, and innovative teaching strategies.

Professional Development: Teachers and support staff benefit from joint training opportunities, mentoring, and career progression pathways.

Curriculum Enrichment: Pupils enjoy a broader range of learning experiences, including joint projects, trips, and enrichment activities.

Leadership Strength: A unified leadership team ensures consistent standards, strategic planning, and a clear vision across both schools.

Resource Efficiency: Shared resources and services allow for more effective use of funding, facilities, and support systems.

Community Impact: The federation strengthens ties with families and local organisations, creating a more connected and supportive community.

Our Federation

Each school retains its unique identity while benefiting from shared leadership, professional development, and strategic planning. The federation is led by an Executive Headteacher and a Federated Governing Board, which oversees both schools.

Our core aims:

Deliver a **rich and well-balanced curriculum** with enriching experiences.

Ensure **high outcomes for all pupils**, regardless of background.

Meet children's **individual needs through a nurturing ethos**.

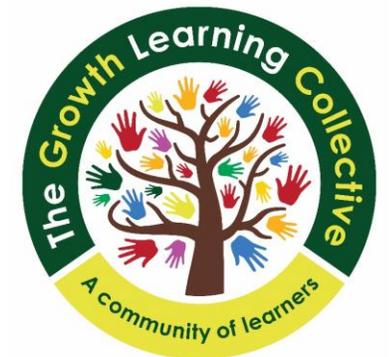
Maintain a **safe, inclusive, and happy learning environment**.

Recent achievements include:

Newington Green Primary School rated *Outstanding* across all categories by Ofsted July 2024.

Rotherfield Primary School 2024-2025 recognised as one of Islington's *most improved schools*, with a 22% increase in Year 6 performance.

Together, we are committed to continuous improvement, professional growth, and creating opportunities that empower every child to thrive.



Newington Green Primary School

<https://www.newingtongreen.co.uk/>

Newington Green is a vibrant, two form entry school, with Nursery and two year old provision, serving a diverse community in Islington. The majority of pupils are of minority ethnic origin with Turkish, Somalian and Bengali being the largest ethnic groups in the school. The school has approximately 40% free school meals entitlement and over 25 languages spoken as first languages in the homes of its pupils.

We were graded outstanding in our last Ofsted inspection (July 2024) in all areas.

The school had a multimillion-pound refurbishment to the main, and 2 subsidiary buildings. The quality of the learning and working environment is now exceptional. Classrooms have bespoke storage, we have a cookery suite, performance hall, gym hall, dining hall, art studio, Spanish Studio, Music Studio, Parent hub, conference suite and group rooms for each year group. All our playgrounds have also been redeveloped and the quality of the spaces is fantastic for learning and playing.

We have a large kitchen onsite, with an additional room that has cooking facilities for staff and children. We have growing beds for vegetables and want to further develop our food provision.

On our website you will find many of our school policies. In particular the Learning Policy, Behaviour Policy and Marking and Feedback Policy will help give you an idea of how we work and our expectations here.

In 2016 we began a partnership with Rotherfield Primary School. In this partnership we share staff and resources with the aim of securing the best provision for our pupils. We have the following shared staff across both schools: Home School Worker, Premises Manager, Clubs Manager, Art Specialist, Spanish Specialist, Business Manager, Executive Head, Head Chef and a Computing Specialist.

We run wrap around care from 7.30am to 7.00pm, and have a range of enrichment clubs for pupils to attend.

We work closely in partnership with 24 other Islington Schools through a collaborative network called Futurezone. We love working together to improve things for our children!

The very best way to find out if Newington Green is right for you is to come and visit us! This will give you a real sense of what it would be like to work here.

Our Executive Headteacher or Head of School will always be delighted to show candidates around and talk informally about posts available.



Why do staff work here?

Janet- Both Newington Green and Rotherfield staff member

As part of the Subject Specialist Team, I teach Spanish from Reception to Year 6 across the partnership. Teaching every child in two schools every week requires a lot of energy and meticulous organisation, but I love the variety this mode offers, delivering my subject across the age range, adapting language and activities to each cognitive stage.

As a subject specialist, I'm expected to design and deliver a creative curriculum which complements and enriches that of each main school. I'm supported in this by research-led teaching and learning CPD and we're encouraged to challenge our thinking and practice. The buildings and outside spaces in each school have very distinct architectural styles but both have been modernised to create great spaces in which to teach and learn.

When I started the role, I was struck by the children's growth mindset. I love working with such enthusiastic learners. They amaze me every day!



Newington Green Assistant Head Teacher & Subject Leader (English)

We are looking for an Assistant Headteacher to join from, **April 2026 – April 2027, with potential to start in May or September 2026 for the right candidate.**

The role of Assistant Head Teacher will have a major impact on the children's lives through improving the quality of education across the school.

- School: Newington Green Primary School
- Position: Phase Leader overseeing three year groups (Years 1 – 3) and Subject Leader (English)
- Appraisal lead for all teachers in phase
- As English lead you will: lead in embedding the writing curriculum, following work with CLPE, and implementing a new writing framework, further embed our reading curriculum, and drive a true 'reading for pleasure' culture. You will lead staff CPD, team teach and be a role model of excellent teaching.
- Visits to the school are actively encouraged please contact the school office to arrange a time.
- Performance managed by: Head of School
- Salary: Grade L5 - L10 (£66,935 to £74,479) depending on experience. Inner London

This advert will close Midday on Friday 20th March. Candidates who wish to visit, we can host visits before and after shortlisting. Please contact Mairead, via the school office.

Interviews will be on the **afternoons of Wednesday 25th and Thursday 26th March**, here at the school.

Our community is rich in culture, heritage and diversity, and we want our team to reflect that. We encourage applications from candidates of all backgrounds, identities and experiences. If you share our values and want to make a positive impact, we would love to hear from you.

The Growth Learning Collective ensures safeguarding is a priority, as such this post is subject to enhanced DBS, online checks and other safeguarding clearances.

Assistant Headteacher Job description

Roles and Responsibility as phase and subject lead

To execute the duties of a Class Teacher to a high standard as.

1. To monitor the quality of teaching within your phase, both formally and through regular learning walks.
2. To relentlessly drive up the quality of teaching in your phase across all subjects, and in your subject across the whole school so that it is of consistently high quality.
3. To ensure that daily practice across the phase is of consistent high quality, including indicators of this (books, marking, behaviour management, lessons, and environment).
4. To use data at a phase and school level to drive improvement across the school and hold teachers to account.
5. To share teaching and learning best practice, through planning support and team teaching, within your phase and as subject lead.
6. To support ECTS and trainees in your phase and potentially mentor if needed
7. To line manage a curriculum middle leader, ensuring that they effectively develop, track and monitor standards in their curriculum area.
8. To ensure that standards at all key benchmarks in your subject and phase show consistent improvement or that secured previous improvement is sustained.
9. To lead phase meetings, focused not just on business and policy issues, but on teachers professional development
10. To support class teachers with behaviour management in your phase and ensure that the behaviour management policy is implemented effectively.
11. To work alongside class teachers to support the delivery of high-quality interventions across your phase.
12. Be a designated EVC (Educational visits co-ordinator) for your phase. Book and organise a rich programme of visits in your phase and ensure risk assessments for all visits are in line with LEA policy
13. To work alongside the other members of SLT to develop, implement, review and revise the curriculum.
14. To work with colleagues in other schools on the development of teaching and learning practice.
15. To support and develop other leaders in school as could be reasonably requested.
16. As English lead you will: lead in embedding the writing curriculum, following work with CLPE, and implementing a new writing framework, further embed our reading curriculum, and drive a true 'reading for pleasure' culture. You will lead staff CPD, team teach and be a role model of excellent teaching.
17. To ensure parents are regularly given guidance as to how to support their children's progress at home through regular events, and newsletters/website
18. To provide necessary data and to use data effectively to identify learners needs and those who are underachieving within your responsibility, and where necessary, create and implement effective plans of action to support them.
19. To analyse and interpret all appropriate evidence both in school and from outside to inform, policies, practices, expectations, targets and teaching methods.
20. To contribute to the school process of self-evaluation and development in the School Improvement Plan, to have regard for your own professional development and to play a part in the general life and work of the school its meetings and events including work with the School Improvement Partner.

Assistant Headteacher Job description cont.

21. To work with colleagues on your personal development of teaching and learning practice where issues are identified through planned observation in line with the school monitoring programme.
22. To establish constructive working relationships among staff with whom you work, through team working relations and mutual support; evaluating practice and developing an acceptance of accountability.
23. To sustain one's own motivation and, where possible that of other staff, through having positive attitudes and an understanding of the ethos, aims and values of the school.
24. To establish resource needs and advise the Head of School of likely priorities for expenditure and allocate available resources with maximum efficiency to meet the objectives of the school and its plans.
25. To work with other staff to ensure the effective, efficient management and organisation of learning resources, including the use of information and communication technology in your teaching, planning, research, assessment and record keeping.
26. To support and discuss School Policies at Governors and /or parents meetings when requested to do so. To contribute towards the enhancement and broadening of the schools present policies where applicable.
27. To support and contribute to effective working relationships with teachers, parents, LEA Officers and Advisors, at school, LEA, National meetings, the media and the community generally; to be accountable to the Head of School, the School Governors and the LEA.
28. To lead staff professional learning as requested or agreed within school development priorities.
29. To performance manage staff within your phase ensuring that all staff are in line with CSE and their pay scale, and where they are not managing plans to improve performance or manage the capability process.
30. When requested deputise for senior staff(including the Head of School), and take an active role in the leadership and management of the whole school community. 32. Any other duty commensurate with the post as directed by the Head Teacher.
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Assistant Head Person Specification

Qualifications	
Qualified Teacher Status	E
First Degree or Equivalent	E
Evidence of further professional development e.g. NPQ	D
At least four years' post qualified teaching experience	E
Evidence of highly effective teaching (at least good or better)	E
Proven track record of leading whole school improvement as SLT member and/or subject leader	E
Knowledge and understanding	
Substantial primary teaching experience across phases and EYFS	D
Excellent classroom practitioner	E
Knowledge and understanding of effective strategies to manage the behaviour of pupils	E
Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement.	E
Knowledge of relevant research and current thinking in teaching pedagogy	E
Strong data analysis skills, and the ability to use data to set targets and identify weaknesses	E
Knowledge and understanding of statutory primary assessment arrangements	E
Experience in leading on an area of whole school improvement leading to tangible improvements in pupil attainment	E
Excellent understanding of safeguarding especially the safety and welfare of vulnerable and disadvantaged pupils	E

Leadership qualities	
Ability to meet and set clear deadlines	E
Knowledge and experience of governance and the role of school governors	D
Ability to communicate a vision and inspire others	E
Understanding of school finances and financial management	D
Confidence to challenge kindly and hold difficult conversations	E
Personal qualities	
Creative and innovative; keen to develop new approaches, based on solid research and evidence	E
An unwavering commitment to getting the best outcomes for all pupils	E
Approachable, caring and empathetic with strong emotional intelligence and ability to regulate own emotions	E
Flexible, highly reflective with excellent listening skills, engages with advice and support	E
Welcomes challenge and can remain calm under pressure.	E
Able to deal sensitively with people and resolve conflict.	E
Passionate about professional growth and committed to continued improvement of self and others	E
Committed to active parental involvement and building relationships within the community	E
A sense of fun and commitment to creating a positive and enjoyable school climate for all	E

How to apply

Application Deadline

This advert will close midday on Friday 20th March 2026 For candidates who wish to visit, we can host visits before and after shortlisting. Please contact Mairead, via the school office. A visit is highly encouraged

Interviews - **afternoons of Wednesday 25th and Thursday 26th March**

To apply:

Please apply online at [Islington Council](#) jobs.

Our community is rich in culture, heritage and diversity, and we want our team to reflect that. We encourage applications from candidates of all backgrounds, identities and experiences. If you share our values and want to make a positive impact, we would love to hear from you.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications, skills, abilities and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the online job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process.

Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process.

Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.



- **Address:** Auriga Mews, London, N16 8NP
- **Tel:** 020 7254 3092
- **Email:** admin@newingtongreen.co.uk
- **Web:** [Home | Newington Green Primary School](#)
- **Executive Headteacher:** Paul Thomas
- **Head of School:** Mairead McDonnell

