



nishkamschool  
westlondon



## Post: Assistant Headteacher – Primary Phase (Teacher Development & Curriculum)

<b>Dates:</b>	Apply by <b>12<sup>th</sup> May 2025 12pm</b> <b>Job to start 26<sup>th</sup> August 2025</b>
<b>Salary:</b>	Very competitive dependent on track record
<b>Location:</b>	West London, Isleworth
<b>Contract type:</b>	Full-time
<b>Contract term:</b>	Permanent
<b>School Size:</b>	1 400 pupils at capacity in 2024 from Reception to Year 13

***Do you want to work at an ambitious school with bright, well behaved and engaged learners?***  
***Are you interested in helping students to gain a deeper understanding of themselves and the world around them?***  
***Do you want to further develop a team of enthusiastic professionals?***

An exciting opportunity has arisen for a passionate and talented Assistant Headteacher to play a key role in shaping the quality of teaching and the curriculum of our outstanding, multi-faith school. This role would suit a teacher looking to make their first steps into leadership or someone with experience in leadership looking for a new challenge.

### Unique features of this role are:

- An opportunity to work alongside an experienced all-through SLT to further shape the teacher development strategy and influence school-wide teaching quality.
- A rare chance to coach and cultivate the next tier of school leadership, building capacity and legacy beyond your direct remit.
- A leadership role that puts you at the heart of school improvement with strong future career progression opportunities.
- A unique position to thrive in a school culture that prioritises staff wellbeing, fosters character development, and promotes a healthy, sustainable workload.

Nishkam School West London is a flagship school for our Trust, offering all-through provision on an expansive 11-acre green site. Our students are bright, diligent and well mannered. Opportunities like these are few and far between and will interest those with creative minds and high aspirations, seeking to inspire a new generation of children through a virtues-led, multi-faith curriculum.

- "Pupils are proud to attend this aspirational school. Pupils feel valued as individuals within the school community. The behaviour of pupils is exemplary. Pupils enjoy attending the extensive range of clubs and the well-thought-out experiences, trips, and visits. Leaders ensure that all pupils can fully participate in these activities."
- "Leaders are relentless in their desire to improve the school. Staff feel that leaders are considerate of their workload and well-being. They are proud to work at this school."
- "The school has extremely high expectations for pupils' behaviour. These expectations are modelled by all staff consistently. Disruption to pupils' learning across the school is rare because the curriculum and teaching are thoroughly engaging. As a result, pupils consistently strive to succeed."
- "Pupils are taught to be good citizens through exceptional personal development programmes. Pupils learn the value of making a positive contribution to society. They have very positive attitudes towards people with different backgrounds."

Ofsted-January 2024

NST has developed an inclusive, virtues-led, multi-faith educational approach that nurtures pupils of all faiths and those of no particular faith. The Nishkam ethos is to help grow a selfless mindset, aspiring to excellence as well as going beyond ourselves to serve others, to create supportive communities and to realise our true potential. This pervades every aspect of the school.

- The school environment is very calm and the behaviour of the pupils is good overall. Leadership team works hard and is approachable and supportive if you need any help or guidance.
- Regular staff and department meetings ensure all teachers are updated regularly to ensure high quality teaching is being delivered. Additionally, professional development training is provided as a means to guide and support teachers in the classroom. This helps teachers to discuss and explore different teaching strategies they may want to implement into their own teaching.
- Leaders at Nishkam are empathetic, compassionate and encourage excellence in a way that corresponds to individual ambitions.
- I am proud to work at this school and feel that SLT as a whole is really supportive and help me reach my goals.

*Staff Survey Feedback- October 2024*

### **Main Purpose of the Role**

- To maintain and develop the whole school strategy for Teacher Development.
- To develop the Core curriculum and middle leaders.
- To deliver ambitious pupil progress & statutory outcomes.

***This is an exceptional opportunity to work within a vibrant atmosphere and a supportive setting. Our school is a welcoming space for students and staff of faith and non-faith.***

### **The Environment**

The school is based in 11 acres of green space in an impressive purpose-built single facility housing the all-through school.

### **Our expectations are that you will:**

- believe all pupils can and will achieve highly
- build an environment through a virtues-led education that encourages compassion, humility, service; and recognises all humanity as one
- ensure excellence in learning, teaching and achievement in all of your classes within the context of a faith-inspired, virtues-led school
- ensure that standards of learning and teaching are a benchmark for excellence and within the top quintile of all schools
- develop and implement an enriched curriculum for the school that allows children to both further their own interests and explore new horizons
- contribute to, and maintain the ethos of the Nishkam culture by drawing on best practice across Nishkam Schools, locally and nationally

### **We will offer you:**

- a robust staff induction programme
- a very warm, welcoming and talented team
- hardworking and dedicated colleagues who are prepared to give selflessly for the benefit of the pupils
- supportive parents, carers and community
- a committed and fully involved Governing Body and Board of Directors
- a state-of-the-art learning environment
- wide-ranging opportunities for professional development
- terms and conditions similar to other academies and schools
- a well-resourced learning environment
- a strong commitment to staff wellbeing.

Nishkam School Trust (NST) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced DBS check.

## FAQs:

### *What if I do not know a lot about the Sikh faith?*

We are a multi-faith school with a Sikh ethos. Working at NSWL will allow you to have a better understanding of the Sikh faith and its teachings. We have a number of staff that are non-faith and some who have a deep faith. We expect candidates to be comfortable with the idea of faith and to be open to learning from other faiths.

### *I'm moving from an inner London to school to an outer London school, will the school take this into consideration when discussing salary expectations?*

We are looking for talented, ambitious and committed staff. We will consider existing salaries when deciding on a salary offer for any successful candidate. In specific circumstances, we can support staff with relocation costs.

### *What is the ambition for the school?*

We want to provide a caring and nurturing environment for both staff and students whilst also achieving incredible outcomes for our young people. We provide a wealth of enrichment activities for our students, much of this brought in so that it does not add to staff workload. We want to provide a safe space for students to explore their faith and to also learn from other religions. We want to create well rounded selfless citizens. "Seva" or service is a key element of what we do. Students do a huge amount for charities and for others each and every day at this school. We want to show that we can be one of the highest attaining schools in the country with a happy staff and student body.

### *What do you do for staff-wellbeing?*

The single biggest impact on staff workload is lesson planning, delivery and marking. Our ambition is to reduce contact time and teaching time for staff to allow them to plan good quality lessons and provide strong feedback for our students. The majority of our staff are not on their full teaching load allocation. We also have staff wellbeing workshops on our training days (last year staff have Ukulele workshops). We have staff social events including the rather competitive staff Easter Egg hunt! We have well-being breakfast mornings where we provide pastries and coffees for staff. We provide gym membership for our staff.

### *What is the behaviour like in the school?*

Our students are courteous and respectful. Conversations to address poor conduct start with reference to our 45 virtues which the students are well versed in referring too. Where conversations alone do not work, we have robust systems in place to ensure that students are focused and engaged in their learning. Walking around the school site, you will see students in lessons, engaged in their learning and listening to their teachers.

### *Is there anything else that I should know?*

We provide free charging for electrical vehicles owned by our staff. We have 18 charge points on the school site. We also offer free gym membership at Grasshoppers RFC to all staff members.

### *I've not had a TLR before and I have limited leadership experience, can I still apply?*

If you are secure in your own classroom practice and think you are ready to make the next steps, then yes. We have regular CPD for our middle leaders and a dedicated coaching programme delivered by an external coach who visits the site each half term to work with staff on a programme that is bespoke to their stage of professional development.

### *What should I do if I am still undecided about applying?*

Give us a call. We are happy to have you visit and speak to our staff about their experiences. Come and see our school in operation and meet our wonderful students. Have the conversation and air your concerns. We are happy to run through things in more detail or to answer further questions about the school.

## **To Apply:**

- Please complete an application via Face-Ed, <https://nishkamschooltrust.face-ed.co.uk/vacancies> by **12th May 2025**.
- Please note, only shortlisted candidates will be contacted to attend an interview.
- Interviews w/c 19<sup>th</sup> May 2025