

Assistant Principal (A levels)

Salary: £65,523 to £73,020 per annum
incl. London weighting and dependent upon experience.

As a highly selective Catholic Sixth Form, CTK Aquinas specialises in A Level education for young people aged 16-18, offering a challenging and diverse 'Super-Curriculum', across more than 20 A Level subjects. The Sixth Form was rated Good with Outstanding features by Ofsted. Our students are talented, motivated and academically able young people, with highly ambitious university and career aspirations.

We are now seeking to appoint an exceptional Assistant Principal to lead our A Level Curriculum at the Aquinas site. This is an excellent opportunity to join a talented staff team in a purpose built Sixth Form. The Christian values of the Catholic Sixth Form, combined with a high-quality curriculum developed in partnership with independent schools, will provide an A Level leader with a career defining opportunity to work in a truly unique setting. You will be supported to drive and develop teaching practice in an environment of positive encouragement and mutual respect. As a key member of the site leadership team, you will be working closely with a range of staff to ensure provision is best practice, highly successful, innovative and well regarded.

We have retained FE Associates to support us in finding an outstanding individual to inspire excellent practice across our Sixth Form. Contact our lead consultant, by emailing Amanda.Hart@fea.co.uk, to discuss this exciting opportunity before the closing date.

Christ the King Sixth Forms is committed to the safeguarding and welfare of young people. An enhanced DBS check will be undertaken for the successful applicant along with appropriate child protection screening, as per safer recruitment guidelines.



CTK AQUINAS
A CHRIST THE KING SIXTH FORM



To find out more visit
www.fea.co.uk/job/ctk-apal/

Closing date:
9am on Wednesday 13 May 2026

Interview dates:
Monday 18 and Tuesday 19 May 2026
(Shortlisted candidates will be invited to attend on one of these dates)



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CHRIST THE KING
SIXTH FORMS

Assistant Principal (A Levels)

Candidate Information Pack

April 2026



www.fea.co.uk/job/ctk-apal/



Welcome

Dear colleague,

Thank you for your interest in the role of Assistant Principal (A Levels) at Christ the King (CTK) Sixth Forms. I hope the information provides you with a good insight into our CTK community. This is more than just a leadership role – it's a chance to shape the futures of our caring, highly ambitious students. If you're ready to lead with purpose and help us unlock new opportunities for our students and community, we look forward to receiving your application.

Our college motto 'Ut Vitam Habeant' – 'that they may lead life to the full'. We want all of our 2,300 students across our three sites to have the fullest life chances they can. Our vision is to be the best provider of Sixth Form education in South East London, with a reputation for excellence with students, parents, schools and members of the wider community. Christ the King Sixth Forms was graded as 'Good with Outstanding features' in our most recent Ofsted and we have strong financial health.

At CTK, we are driven by a clear mission, to ensure every student makes excellent progress and is fully prepared for the next stage of their journey; our progression rates to university or work are very high and we achieve strong outcomes. We are proudly an inclusive and aspirational Sixth Form, where every individual - student and staff - truly matter. Many of our students come from significantly disadvantaged backgrounds and we are deeply committed to creating opportunities that level the playing field. Through strong, purposeful partnerships, we ensure equity and improve social mobility. Our commitment to personal development has been recognised by Ofsted as Outstanding. At the heart of our unique Character Education Programme - CTK Graces - which empowers every student to grow in confidence, build resilience and discover a strong sense of purpose.

We are now seeking an exceptional Assistant Principal to lead the A Level curriculum at the Aquinas site, driving and developing teaching practice in an environment of positive encouragement and mutual respect. You will play a key part in the site leadership team, ensuring that our provision is best practice, highly successful, innovative and well regarded. Your leadership will be central to maintaining our high standards and supporting both staff and students to achieve their full potential, making a significant contribution to the ongoing success and reputation of Christ the King Sixth Forms.



Candidates should be committed to supporting and promoting our Sixth Forms ethos that strives to treat everyone inclusively and recognises the importance of a holistic approach to education in our diverse community. The successful applicant will have the support of a highly committed, passionate and skilled leadership and management team who are equally committed to working together to continue our positive journey.

We have appointed FE Associates to support us in finding the right person for the role. If you think this might be you, we really want to hear from you. Please contact Amanda.Hart@fea.co.uk for an initial conversation to discuss the role before the closing date.

We look forward to receiving your application.

Yours sincerely

Shireen Razey OBE
Executive Principal



Our Vision and Ethos

As Catholic Sixth Forms we have a distinctive ethos which underpins all our work and is a key factor in our success.

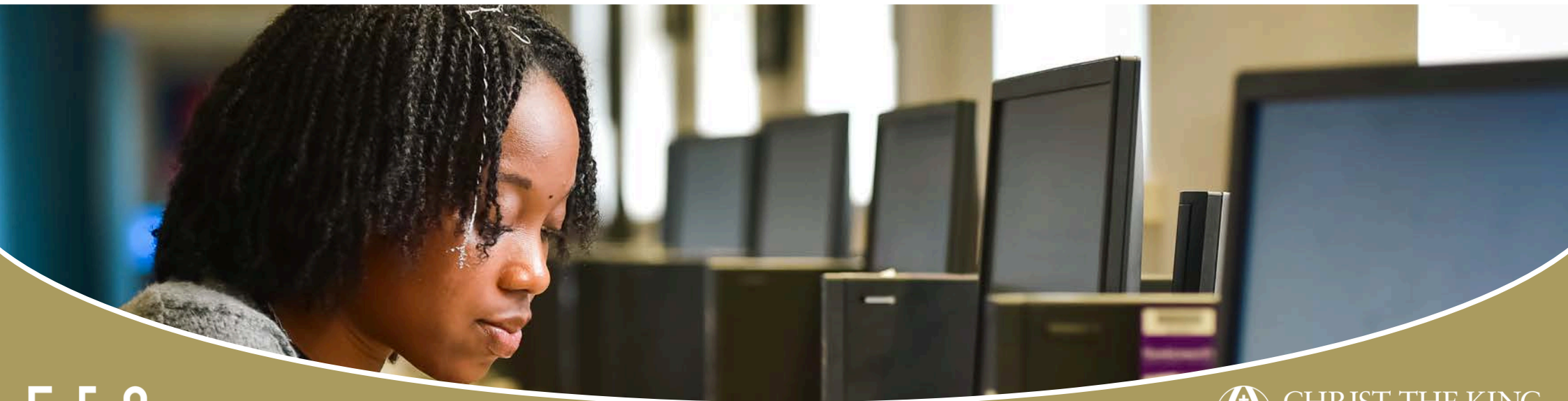
While we put great stress on qualifications, hard work, effort and academic success, we're about far more than that. We are here to educate young people in the widest sense, developing the whole person so that all our students realise their full potential.

We not only want our students to leave us as rounded, thoughtful, caring and confident adults equipped with the skills and attitudes they need to make a success of their lives, we also want them to be ready to make a positive contribution to society.

Through our character education programme (the CTK GRACES) we help our students to develop the traits and attributes of grit, respect, awareness, curiosity, endeavour and self-control so that they have the qualities they need to be discerning and to thrive in the highly competitive world that awaits them. Our tutorial and pastoral support systems ensure that every young person is nurtured and valued as an individual.

Our Sixth Forms are underpinned by values of mutual respect and positive encouragement.

We welcome students of every faith and none at all, and all our young people take part in a learning programme in which they are invited to consider the personal, spiritual and moral issues they will face as they move into adult life.



Our Sixth Forms



CTK Aquinas is a selective A Level centre for excellence, offering a wide range of A Level courses aimed at high achieving students. Located in Brockley with excellent transport links, CTK Aquinas students are high achieving and are not afraid to aspire to be extraordinary and they will encourage you to do the same.



CTK Emmanuel is a professional centre for excellence, offering Applied Technical programmes equivalent to three A Levels and highly specialised routes to university. Located on the Blackheath borders with excellent transport links, CTK Emmanuel students aspire to be the best and to reach the top in their chosen ambitions.



CTK St Mary's offers a wide curriculum of A Level and Applied Technical qualifications. Located in Sidcup, on the Kent borders and surrounded by green playing fields, CTK St Mary's students are inspired and motivated to succeed. Learning with like-minded, ambitious and hardworking students, you will benefit from high quality teaching.

Aquinas Sixth Form Site

At our Aquinas Sixth Form site, academic excellence underpins our vision and drives our daily practice. We are dedicated to delivering an exceptional A Level experience that combines rigorous academic standards with outstanding teaching, enabling every student to fulfil their potential and progress to competitive universities, high-quality apprenticeships and ambitious career pathways. Our culture is one of high expectations, where scholarship is valued, intellectual curiosity is nurtured and achievement is consistently celebrated.

The Assistant Principal for A Levels will play a central role in shaping and sustaining this culture. You will provide strategic leadership across the A Level provision, ensuring a consistently high standard of teaching, learning and assessment across all subjects. This includes the use of robust data analysis to monitor progress, identify gaps and implement timely, impactful interventions that secure strong outcomes for all groups of learners.

Working closely with teaching staff, you will champion evidence-informed practice, support continuous professional development and promote innovative approaches that enhance student engagement and attainment. You will also ensure that the curriculum remains ambitious, inclusive and responsive to the evolving demands of higher education and employment.

A key aspect of the role will be fostering a supportive yet challenging academic environment, where students are encouraged to take ownership of their learning, develop resilience and strive for excellence. Through strong leadership and collaboration, you will help maintain a high-performing sixth form provision that not only achieves excellent results but also develops confident, independent learners prepared for future success.



Working at CTK Sixth Forms

Why CTK?

As a family of three Sixth Forms, we are unique in the sector. We are a forward looking, highly innovative organisation, specialising in education for young people aged 16-19. Our students are hugely ambitious and through our specialist academic and general vocational programmes we are highly successful in ensuring that ambition is fulfilled.

Benefits of working at Christ the King Sixth Forms

Joining our team is an exceptional opportunity to be part of a dynamic and innovative work environment that fosters growth, creativity and collaboration. By joining us, you'll be surrounded by a diverse group of talented individuals who are passionate about making a meaningful impact in their respective fields. In becoming part of our community, you will benefit from:

- Flexibility for teachers to complete marking and preparation offsite to support work-life balance
- Healthcare
- Season ticket loans
- The Evans Ride to Work Cycle Scheme
- Convenient on-site parking facilities
- DAS counselling services
- Staff discount scheme
- Free eye tests
- Generous holiday entitlement
- Free on-site gym at all sites
- Professional development and training which is second to none and offers a range of bursaries
- Membership of a pension scheme (TPS and LGPS) plus generous employer contributions
- On-site canteen
- Staff well-being forum



Job Description

- Job title:** Assistant Principal (A Levels)
- Reports to:** Deputy Principal (Academic)
- Salary:** £65,523 to £73,020 per annum
incl. London weighting and dependent upon experience.



Job Purpose

To have site level operational responsibility for delivery of the strategic systems, processes and partnerships that ensure the college's holistic approach to academic education delivery is exceptional. This includes leading curriculum planning so that programme intent, coverage, content, structure and sequencing is well-framed and consistently implemented, ensuring that students build and apply the knowledge, skills and behaviours needed to achieve the highest outcome and to succeed. As a key member of the site leadership team to promote the well-being of staff and to work closely with a range of staff to ensure provision is best practice, highly successful, innovative and well regarded.

Christ the King Sixth Forms is committed to the safeguarding and welfare of young people. An enhanced DBS check will be undertaken for the successful applicant along with appropriate child protection screening, as per safer recruitment guidelines.

Main Accountabilities

A Level and Academic Curriculum

- To ensure the Mission, Vision for Students and CTK Graces are central to life of the site and that they inform how staff and students work with each other to promote success.
- To lead and manage the A Level curriculum, implementing strategic specialism developments so that students achieve best possible outcomes and so that provision is outstanding.
- To use evidence informed best practice pedagogical approaches to A Level delivery, ensuring teaching, learning and assessment expectations and standards are clear and complied with.
- To ensure teacher approaches to specification delivery are fully grounded in subject specific best practice, ensuring a logically sound approach to how the A Level curriculum is planned and delivered.
- To ensure subject delivery is suitably challenging, knowledge-rich and has a clear focus on the development of strong academic skills.
- To ensure all courses deliver an extensive Super-Curriculum through the provision of electives, workshops and all other academic extension.
- To lead, manage and deliver strategies that promote ambitious progress and ensure that value added outcomes are very strong.
- To ensure quality assurance and appraisal processes are data informed, systematically delivered and drive the curriculum forward.
- To line manage teachers ensuring that every teacher is an outstanding practitioner, has up to date subject knowledge, is engaged in professional networks and fully committed to continually developing their practice.
- To work with senior colleagues to lead and manage the academic CPD strategy ensuring that it is innovative, leads the way and underpins the development of outstanding professional practice.
- To ensure sixth form standards with regard to student attendance, punctuality and behaviour are delivered so that student engagement in their learning is exemplary.
- To lead and manage tracking, monitoring and reporting processes, ensuring every student is on track to succeed.
- To work with senior colleagues to ensure courses develop strong and ambitious wider partnerships so that A Level students make exceptional progress.
- To promote and oversee academic partnerships with selective schools and universities.
- To control and manage the budget for relevant teaching and related departments.
- A commitment to Equity, Diversity and Inclusivity underpinned by willingness and ability to contribute to the holistic implementation of this demonstrated in performing the duties of the post.

Management

- To work collaboratively and flexibly with the site Principal and fellow Assistant Principals to ensure the smooth day-to-day running of the site.
- Provide leadership for teachers and support staff on a day-to-day basis through agreed role or line management structures, liaising closely with other senior leaders to ensure that teaching, learning, assessment and central services are highly effective in enabling students to succeed.
- As part of the Centre Leadership Team (CLT) to ensure the site follows the sixth form's health and safety, safeguarding and other policies and procedures in accordance with legislation and good practice.

Leadership

- Deputise for the site Principal in their absence as required.
- Work closely with the cross site CLT and contribute to the implementation of whole college systems and quality processes to ensure that success rates, value added and other performance indicators are consistently above national benchmarks.
- Develop and maintain respectful and collaborative relationships which promote staff well-being, building professionally credible teams whilst promoting a culture of best practice, value for money and effective service delivery across the site.
- When appropriate, represent the sixth form externally, working closely with stakeholders and partners to promote the work of the site.
- To make ongoing contribution to the leadership of the site and wider CTK vision, playing a full leadership role in college life, ensuring the site provides a well-kept, disciplined environment with classrooms that promote a scholarly approach to learning.
- Take forward an agreed cross sixth form strategic responsibility.

The duties outlined above are not intended to be exhaustive and the postholder will be required to undertake any duties commensurate with the role of Assistant Principal. In recognition of the ever-changing environment in which the college operates, the contents of this job description will be the subject of regular review in consultation with the postholder. The postholder will take part in an annual cycle of appraisal which will be conducted by the Deputy Principal.

Person Specification

The successful candidate will have the following experience, skills, knowledge, qualities and qualifications:

Experience and Knowledge

Essential

- Successful experience of leadership and working at a strategic level in a school or college.
- Track record as an accomplished and engaging teacher with a proven understanding of teaching, learning and assessment and the changing demands of the curriculum for A Level students.
- Proven A Level practitioner with a strong track record of high value-added outcomes and excellent student achievement data, combined with experience leading and developing provision across multiple subject areas.
- Proven management experience of delivering strategic objectives and achieving targets within time and resource constraints.
- Understanding of approaches that promote a holistic approach to sixth form education and knowledge of the joined-up systems and processes that are important in developing character and which deliver strong social, spiritual, ethical and personal development in students.
- Experience of curriculum management and an understanding of how to engage A Level sixth form students in a range of learning activities so that their behaviour, attitudes, punctuality and attendance are very good.
- Up-to-date knowledge of safeguarding policies and practice and experience of successfully managing this in an educational setting.
- An understanding of DfE, funding guidance and key learner performance metrics.



Skills and Qualities

Essential

- Ability to contribute to the development of and deliver a strong strategic vision.
- The ability to lead, manage and motivate staff to deliver high levels of performance.
- Ability to maintain high standards through intervention and by acting as a role model.
- Ability to build, lead and manage a strong and committed team.
- Ability to communicate, consult and negotiate effectively on a wide range of issues with students, teachers, managers and parents.
- Sensitivity to the needs of a spiritually, culturally and socially diverse community.
- Knowledge and understanding of the management issues related to quality assurance.
- Ability to remain calm and decisive in time-pressured or challenging situations, with a strong aptitude in prioritising, managing workload and meeting deadlines.
- Ability to seek continuous development and improvement and not afraid to challenge and change established approaches.
- Demonstrable analytical skills with an ability to synthesise data information, producing concise, timely reports for a variety of audiences.
- Ability to use IT at a level commensurate with job role.
- An ability to develop highly productive and effective relationships with staff and external stakeholders.
- Emotional intelligence with a strong moral compass. Resilient, curious and determined.
- A relentless commitment to excellence.
- Energetic, enthusiastic and highly motivated with excellent attention to detail as well as a sense of humour.

Qualifications

Essential

- Qualified to degree level or equivalent professional qualification.
- Hold a recognised teaching qualification.
- Evidence of strong commitment to continuing professional development.

Key Dates and the Recruitment Process

Closing date: 9am on Wednesday 13 May 2026

Interview date: Monday 18 May 2026

We have retained FE Associates to support us in finding an outstanding individual to inspire excellent practice across our organisation. The application process is outlined below.

Initial Discussion

Prior to submitting an application, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing Amanda.Hart@fea.co.uk, to discuss the role before the closing date. Once it is agreed for you to proceed with an application you should submit your application.

Shortlisting and Invitation to Interview

After the closing time/date, our lead consultant will send all applications to the college for shortlisting. Once the shortlist has been agreed, candidates will be notified by the lead consultant and shortlisted candidates will be invited to a formal interview/selection process with the college.

Safer Recruitment and Due Diligence Checks

Applicants are advised that, as part of the statutory guidance on Keeping Children Safe in Education, colleges/training providers are advised to make arrangements for an online search as part of due diligence on shortlisted candidates. The searches are aimed to assist in identifying things said or done that may harm the organisation's reputation or make the candidate unsuitable to work with children, young people and vulnerable adults. Where a cause of concern arises from the online search, a risk assessment will determine whether the concern is of such a nature that it is appropriate to exclude a candidate from the process or whether a clarification discussion, before or during an interview, is needed.





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