



Post Title	Ethos Lead
School / Organisation	Avanti House Secondary School
Location	Stanmore
Grade	L18-L24
Hours	Full-time – 32.5 hours per week
Contract Type	Fixed-term
Reports to	Principal (with a dotted line of reporting to the Trust Head of Spiritual Insight)
Preferred Start Date	September 2026

MAIN PURPOSES OF THE JOB

The purpose of this role is to provide Spiritual Insight leadership for the school. This includes providing senior leadership, coherence, and quality assurance for the spiritual, religious, and ethical life across the school, ensuring a consistent, authentic, and high-quality implementation of the Avanti Way and faith practice across the school.

The post ensures a strong link with ISKCON as the schools' faith partner and contributes to the School Development Plan (SDP) and School Evaluation Plan (SEP) with a focus on spiritual life, ethos, and collective worship.

Working closely with the Principal, you will jointly lead on staff culture and ethos, embedding the Avanti Way in everyday practice. You will line manage PRE leads across the school, alongside Sanskrit teachers and Yoga teacher, while also acting as a senior link for spiritual wellbeing leads.

You will lead on the quality and consistency of collective worship and the wider religious life of the school, including the implementation of Sanga and meditation, and the coordination of festival days in collaboration with the Spiritual Insight team. The role includes developing meaningful student leadership opportunities that enrich spiritual life, overseeing the operational delivery of daily deity activities, and leading outreach with ISKCON and other faith organisations.

You will be a member of the schools SLT.

RESPONSIBILITIES OF THE JOB

Ethos and the Avanti Way

- Collaborate with the school's Senior Leadership Team (SLT) and the Trust Head of Spiritual insight in the embedding and consistent application of the Avanti Way across all phases, ensuring alignment with the school's vision, values and spiritual ethos
- Contribute to staff formation through reflective practice, professional dialogue and ongoing development of values-led practice
- Ensure spiritual and ethical priorities are fully integrated into school development planning
- Support and lead on initiatives as agreed with the Trust Head of Spiritual Insight.

Spiritual Life, Collective Worship and Religious Experience

- Provide strategic oversight and quality assurance of collective worship, meditation, sanga and festival celebrations
- Ensure a coherent and meaningful programme of spiritual experiences that supports pupil wellbeing, engagement and character development
- Promote understanding and respectful use of sacred spaces for pupils and staff of all faiths
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Curriculum Leadership (PRE / Religious Studies)



- Lead and line manage PRE provision across phases, ensuring curriculum coherence, progression and spiritual integrity
- Support staff through coaching, moderation and professional development to secure high-quality teaching and learning
- Monitor and evaluate the impact of PRE on pupil understanding, engagement and personal development

Sanskrit, Yoga and Spiritual Wellbeing

- Oversee the development and delivery of Sanskrit and Yoga provision, ensuring alignment with the Avanti Way and wellbeing priorities
- Provide guidance, resources and training to support high-quality delivery across phases

Student Spiritual Leadership

- Develop and promote opportunities for pupil leadership linked to service, character and spiritual development
- Support student-led contributions to collective worship, festivals and wider spiritual life
- Ensure progression in spiritual leadership opportunities across phases

Parent and Community Engagement

- Strengthen engagement with parents, carers and the wider community in relation to the school's ethos and spiritual life
- Facilitate opportunities for participation in festivals, workshops and dialogue
- Build and sustain partnerships with local, national and faith-based organisations, including multi-faith engagement

Chaplaincy and Spiritual Leadership Support

- Provide strategic oversight of chaplaincy provision, ensuring alignment with the school's ethos and priorities
- Work collaboratively with trust and school leaders to evaluate and enhance spiritual impact

Quality of Education, Teaching and Outcomes

- Promote high expectations for teaching, learning and behaviour across the school
- Monitor and evaluate the quality of teaching, curriculum provision and pupil outcomes, identifying and addressing areas for improvement
- Work with senior leaders to set and deliver strategic priorities, including targets for pupil attainment and development
- Support staff development through coaching, feedback and professional learning opportunities
- Contribute to the creation of an engaging, inclusive and high-quality learning environment

Evaluation, Improvement and Inspection

- Contribute to self-evaluation and school improvement planning, with a particular focus on spiritual life and personal development
- Provide evidence and guidance to support inspection readiness, including Section 48 inspections
- Advise on priorities to enhance spiritual culture, wellbeing and pupil character development

Leadership, Accountability and Governance

- Line manage designated staff, providing effective performance management, coaching and professional development
- Support the Principal and Governing Body and Trust Head of Spiritual Insight through accurate reporting, evaluation and contribution to strategic decision-making
- Contribute to policy development in line with the school's vision, values and statutory requirements
- Ensure effective use of resources in line with school and trust expectations

Safeguarding and Compliance

- Promote and safeguard the welfare of all pupils in line with statutory guidance and school policies
- Ensure safeguarding procedures are consistently implemented and understood by staff
- Maintain a safe, inclusive and respectful environment for all members of the school community

General Responsibilities

- Undertake duties of the Principal in their absence where required
- Maintain a commitment to ongoing professional development and contribute to the development of others



- Undertake any other duties commensurate with the role as reasonably directed by the Principal or Trust including being seconded to support other Avanti schools.
- Oversee the use of the Temple space.

PERSON SPECIFICATION			
Criteria		Requirement	
		Essential	Desirable
1.	Qualified Teacher Status (QTS) or equivalent, with leadership experience in a comparable educational setting	X	
2.	Strong knowledge of curriculum development, assessment practices, and high-quality teaching to meet the needs of all learners	X	
3.	Up-to-date understanding of pedagogy and educational research, with the ability to apply this in practice	X	
4.	For our faith schools: Practicing Krishna Consciousness and have a deep understanding of its beliefs and practices.	X	
5.	Commitment to the school's ethos and values, with the ability to actively contribute to its spiritual life	X	
6.	Understanding of spiritual development and the ability to support and nurture this in pupils	X	
7.	Excellent communication, interpersonal and organisational skills, with the ability to build effective relationships across the school community	X	
8.	Commitment to student wellbeing, academic success and holistic development, with an understanding of wider educational and social issues	X	
9.	Experience Knowledge of up-to-date pedagogy and research in managing staff and supporting their professional development	X	
10.	Ability to develop and implement strategic priorities, identifying opportunities for improvement	X	
11.	Creative, solution-focused thinker with the ability to innovate and respond effectively to change	X	
12.	Strong analytical skills, with the ability to use insight to inform decision-making	X	
13.	Commitment to the safeguarding and welfare of all students	X	

FURTHER INFORMATION
<p>Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.</p> <p>For further information - https://75a4cb34-2c20-4977-9e28-55ad4be10fa9.filesusr.com/ugd/ad13b0_a3cb0c0bc6b04501a5d01fa3836bbc6d.pdf</p>