

Job Title: Head of Inclusion and Deputy DSL

Salary range: Scale PO 1 - PO2 and spinal point 28 £41, 453 to spinal point 34 £47, 392 Inc. London weighting per annum (Pro rata £38, 689 - £44, 233)

Contract: Permanent

Start date: February 2026

Hours of work: 36 hours per week

Working weeks: 42 weeks

Location: Alperton, London

Aspire | Commit | Succeed

We are a split-site school, with a short walk of approximately 8 minutes between sites, and on-site parking is available.

Alperton Community School is a large, mixed 11–18 academy, with over 350 students in our thriving Sixth Form. Due to our growing popularity and continued success, we have recently expanded our intake to 12 forms in each year group.

We are a truly inclusive school, reflecting the wonderfully diverse and vibrant local community we serve. Our students are exceptionally well behaved, hardworking, and ambitious to succeed.

In our most recent Ofsted inspection (July 2021), the school was graded Good, with inspectors noting:

- “Pupils like coming to school and they enjoy their lessons.”
- “Pupils can focus because they feel safe.”
- “Leaders’ expectations of all pupils are high.”
- “Pupils behave well in school. They focus on their learning in lessons. Pupils follow teachers’ instructions and listen to one another.”

Student progress at both GCSE and A Level has consistently been well above national averages. Outcomes for disadvantaged students closely match those of their peers. In 2023, our Progress 8 score was 0.82 (well above average), and our A Level progress placed us in the top 1% of schools nationally. A high proportion of our students go on to study at Oxbridge and other Russell Group universities.



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Attendance across the school is excellent, and the percentage of students continuing into education, employment or training is significantly above the national average.

Our achievements have been recognised with several recent accolades, including the 2022 Pearson Making a Difference Award. We were also shortlisted for the TES School of the Year and won the TES Maths Team of the Year.

This is an exceptional opportunity to join a friendly, highly supportive, and committed team within a culture of success and professional growth. The school offers outstanding support for Early Career Teachers during their induction year.

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The Role

This is a vital role in ensuring the smooth day-to-day running of the school. The core purpose of a support role is to assist in the delivery of high-quality education by supporting students, teachers, and the wider school community.

The post holder will lead and manage the school's Inclusion provision, ensuring that students requiring additional behavioural, pastoral or safeguarding support are effectively supported within a structured and purposeful environment. They will be responsible for the day-to-day operation of the Inclusion Room, promoting positive behaviour, sustained engagement in learning and successful reintegration into mainstream lessons where appropriate. The role includes line management and professional development of the Inclusion and Mentoring team, ensuring the delivery of high-quality 1:1 and group interventions that have a measurable impact on student outcomes.

The post holder will identify, design, implement and evaluate targeted pastoral and behaviour interventions in response to student need, informed by data, referrals and professional judgement, and will work closely with senior leaders, Heads of Year and pastoral staff to ensure a consistent, inclusive and restorative approach to behaviour, wellbeing and attendance across the school. Acting as a Deputy Designated Safeguarding Lead, the role will support the Designated Safeguarding Lead with safeguarding practice, record keeping, referrals and multi-agency working, as well as coordinating effective partnerships with external agencies to support vulnerable students. In addition, the post holder will contribute to whole-school safeguarding, behaviour and inclusion strategies, ensuring full compliance with statutory guidance and school policies.

The Person

We are looking for a dedicated and enthusiastic individual to join our support staff team—someone who is committed to helping students thrive and who enjoys working as part of a collaborative and supportive environment.



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The ideal candidate will have:

- A genuine passion for supporting young people in their learning and development
- A commitment to inclusive, student-focused education
- Strong communication and organisational skills
- A flexible, proactive, and positive attitude
- The ability to work effectively both independently and as part of a team

This is a fantastic opportunity to play a key role in the daily life of the school and to make a real difference in the lives of our students.

What We Offer

As part of our commitment to staff wellbeing and development, we offer a comprehensive benefits package, including:

- Extensive CPD and professional growth opportunities
- Employee Assistance Programme
- Cashback Health Benefits
- Cycle to Work Scheme
- Pension Scheme
- Opportunities for progression and leadership

Key Dates

Closing Date: 21 January 2026 (23:59)

Assessment & Interview Date: Week commencing, 19 January 2026

Supplementary Information

Applicants who have applied for this post in the last 6 months need not apply.

We are committed to safer recruitment and to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. We welcome applications from all sections of the community.

The successful candidate(s) will be required to undertake an Enhanced and Barred Disclosure and Barring Service (DBS) check and register the DBS on the Update Service.

Please note: CVs will not be considered as part of your application.

Applicants may be contacted for a brief pre-screening call as part of our interview process to assess their suitability for the role.



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Only successful candidates will be notified. If you do not hear from us within 14 days of the closing date, please assume you have not been successful on this occasion.



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