

# Deputy Headteacher

## Plantsbrook School



<b>Title of Post</b>	<b>Deputy Headteacher</b>
<b>Status</b>	<b>Permanent</b>
<b>Salary/Grade</b>	<b>L21 -L25</b>
<b>Start date</b>	<b>September 2026</b>
<b>Advert Closing Date</b>	<b>13 April 2026 at 9am</b>
<b>Proposed interview date</b>	<b>21 &amp; 22 April</b>

## Job Description

### Role Purpose

The Deputy Headteacher for Inclusion and Wellbeing provides strategic leadership and operational oversight of Plantsbrook School's inclusion, safeguarding, wellbeing, attendance, and behaviour standards. This pivotal role ensures that every pupil—regardless of background, SEND status, or disadvantage—experiences a safe, supportive environment that promotes academic success and personal growth.

As a member of the Senior Leadership Team, you will champion equitable access to education, fostering a culture of high expectations, respect, and community cohesion in line with the Broadleaf Partnership Trust's values.

### Key Responsibilities

#### 1. Strategic Leadership of Inclusion & Safeguarding

- **Inclusion Strategy:** Lead the school's inclusion agenda, ensuring a broad and ambitious curriculum is accessible to all, including those with EHCPs, Children in Care, and those struggling to attend school.
- **Safeguarding Lead:** Act as a senior leader within the DSL team, ensuring rigorous implementation of safeguarding policies.
- **External Partnerships:** Collaborate with external agencies, parents, and carers to provide holistic support for vulnerable pupils and families.

## 2. Wellbeing, Attendance & Behaviour

- **Culture of Care:** Promote mental health, resilience, and positive relationships for both staff and students.
- **Attendance & Punctuality:** Lead data-driven strategies to improve attendance, specifically targeting interventions for disadvantaged and vulnerable groups.
- **Behaviour Standards:** Support and challenge colleagues to maintain high standards of discipline while promoting positive, de-escalation-based behaviour strategies.

## 3. Leading & Managing Staff

- **Line Management:** Oversee the Assistant Headteacher (Behaviour, Standards and Community) and the SEND team, ensuring effective professional development and accountability.
- **Professional Growth:** Foster a culture of continuous improvement, mentoring staff to reach their full potential and managing performance effectively.
- **Ethos:** Maintain an environment where staff feel motivated, supported, and empowered to collaborate.

## 4. Whole School Contribution

- **Strategic Planning:** Contribute to the School Improvement Plan (SIP) and work closely with the Headteacher and Governors on policy development and evaluation.
- **Trust Advocacy:** Act as an ambassador for the Broadleaf Partnership Trust, supporting wider trust initiatives and inter-school collaboration.
- **Teaching Commitment:** Maintain a teaching load of approximately **0.3**, modelling excellence in the classroom.

# Person Specification

## Qualifications & Experience

- Qualified Teacher Status (QTS) with evidence of continued professional development at a leadership level.
- Proven track record as a Senior Leader.
- Extensive experience in pastoral care, safeguarding (DSL level), and managing student behaviour.
- Experience using data (attendance, attainment, and behaviour) to inform strategic interventions.

## Skills & Competencies

- **Strategic Vision:** The ability to lead complex initiatives and the resilience to see them through to completion.
- **Communication:** Outstanding interpersonal skills; a confident public speaker capable of building relationships with all stakeholders.
- **Emotional Intelligence:** High levels of empathy, a sense of proportion, and a "generous spirit" when supporting staff and students.

- **Technical Proficiency:** Literate, numerate, and highly proficient in ICT.

## Personal Qualities

- An excellent classroom practitioner who enjoys working with young people.
- An optimistic and enthusiastic leader who thrives in a dynamic environment.
- A committed advocate for comprehensive education, equal opportunities, and community engagement.

## Application Information

**School Tours:** Available on 24 and 25 March. Please contact Emma Kirby, Headteacher's PA on [e.kirby@plantsbrookschool.co.uk](mailto:e.kirby@plantsbrookschool.co.uk) to arrange a visit.

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check.*

*We reserve the right to close the advert early if a strong field of applicants is received prior to the closing date.*

*We are committed to equality and value diversity, and therefore particularly welcome applications from under-represented groups.*

*This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.*

*This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, which means certain*

