



**Pebble Brook School:
Head of Sixth Form - Job Description**

Title of Post	Head of Sixth Form
Grade Range	UPS plus TLR 2
Reporting to	Headteacher

Join Our Team

Are you ready to make a meaningful difference in the lives of young people? Pebble Brook School is seeking a compassionate and visionary Head of Sixth Form to join our dedicated community. This is a unique opportunity to help shape the future of our school and play a vital role in supporting pupils with diverse needs. If you're passionate about inclusive education and thrive in a collaborative, nurturing environment, we would love to hear from you.

What We Offer

At Pebble Brook School, you'll find a supportive, forward-thinking environment where your wellbeing and professional development are prioritised. We value every member of our team and invest in their growth.

The Person

We are looking for someone who shares our commitment to empathy, understanding, and high standards. You'll be joining a team where your voice matters and your growth is encouraged.

Role Purpose

The Head of Sixth Form will provide strategic and operational leadership for the Sixth Form, ensuring high-quality provision and an inclusive learning environment where every student—including those with additional needs such as ASD, ADHD, speech and language needs, and physical disabilities—can progress confidently towards adulthood, independence, and meaningful employment. This includes supporting students to look beyond any challenges or social stigma they may encounter, helping them overcome barriers, recognise their strengths, and demonstrate the valuable skills they bring as young adults and future members of the workforce.

The postholder will work closely with Teachers and Teaching assistants to ensure students are supported holistically and given the best possible opportunities to succeed.

Leadership and Management

- Provide dynamic leadership and direction for the Sixth Form, ensuring high standards of teaching, learning, and personal development.
- Lead and implement strategies that promote independence, employability, and life skills for students with additional needs.
- Oversee the daily running of the Sixth Form, ensuring consistency, safety, and a positive learning culture.
- Line manage and support Sixth Form staff, including teachers and teaching assistants, promoting professional growth and high-quality practice.



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<ul style="list-style-type: none">• Build strong, supportive relationships with parents and carers.
Promoting an Inclusive Learning Environment
<ul style="list-style-type: none">• Champion inclusive practices that empower students of all abilities to thrive.• Ensure the Sixth Form is a respectful, supportive and engaging environment.• Model and promote trauma-informed practice across the Sixth Form, ensuring staff understand the impact of trauma and respond with empathy, predictability, and consistency.• Model high expectations around conduct, independence, and achievement.• Ensure tailored support is in place for all students to make the best of their skills and build self-esteem to become confident both as adults and in the workplace.• Coordinate individual learning plans to ensure appropriate strategies and adjustments are implemented.• Promote communication, emotional regulation, independence, and confidence in preparation for adulthood.
Curriculum, Progress, and Outcomes
<ul style="list-style-type: none">• Oversee delivery of a purposeful curriculum that supports academic pathways, vocational education, and life skills development.• Monitor students' progress, attendance and engagement, implementing timely interventions where required.• Support students in securing suitable employment, internships, apprenticeships, or further education destinations.

Please note that the scope of the role will be discussed and agreed upon with the successful candidate at interview before recruitment, to ensure their skills and experience are best aligned with the school's needs.

Benefits of Joining Our Team:

- The chance to join our expanding and newly formed senior leadership team, shaping the future direction of the school
- Opportunities for professional development, mentoring, and collaboration with experienced colleagues
- A caring, inclusive workplace that values work-life balance, pastoral care, and staff wellbeing



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Person Specification

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) or equivalent	Additional qualifications in SEND, behaviour support, or employment coaching
Experience	Significant experience supporting young people with ASD, ADHD, and other additional needs	Experience in post-16 or further education settings
	Experience leading, coaching, or managing staff teams	Experience supporting students into employment, internships, apprenticeships, or vocational pathways
Leadership & Management	Ability to provide strategic leadership and drive improvement	Contribution to whole-school leadership
Knowledge	Strong understanding of SEND frameworks and effective support strategies	Knowledge of Preparing for Adulthood (PFA) outcomes
	Sound understanding of safeguarding and child protection processes	Awareness of supported employment models
Skills & Competencies	Excellent communication and interpersonal skills	Ability to develop innovative pathways for learners with additional needs
	Ability to analyse data and use it to drive improvement	