



Wixams Academy

Assistant Headteacher (Behaviour)

Application Deadline: 22nd March 2026

Start Date: 1st September 2026



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Deadline:	22 nd March 2026
Start date:	1 st September 2026
Contract Type:	Full time
Contract Term:	Permanent
Salary:	L11 to L17 (£66,368 to £76,772)
Reports to:	Deputy Headteacher (Pastoral)



Wixams Academy

Our vision, “Excellence for All,” embodies our commitment to providing every student, regardless of their background or prior achievements, with the opportunity to excel academically and personally. At Wixams Academy, we firmly believe that with outstanding teaching and robust pastoral support, every student can reach their full potential.

Our curriculum is carefully crafted to inspire and challenge students at every step of their educational journey. We offer a broad range of academic subjects designed to ignite curiosity and cultivate a love of learning. Through a supportive learning environment, we empower our students to expand their knowledge, cultivate essential learning skills, and master the content of their subjects.

At Wixams Academy, we are dedicated to nurturing the holistic development of our students. Beyond academic excellence, we prioritise personal growth, resilience, and fostering a sense of community. Through a diverse array of extracurricular activities, enrichment opportunities, and pastoral care initiatives, we aim to equip our students with the skills and confidence needed to thrive in an ever-changing world.

Join us at Wixams Academy, where every student is encouraged to aspire, achieve, and succeed. Together, we will journey towards excellence for all.

Nathaniel Wilson
Headteacher, Wixams Academy

Assistant Headteacher (Behaviour)

We are seeking to recruit an Assistant Headteacher to lead on the improvement of pupil behaviour at Wixams Academy. We know that good behaviour is the ultimate pre-requisite of classroom success. Only in classrooms with outstanding behaviour can we guarantee that teachers are able to teach, and all pupils are able to learn.

Therefore, this role will play a central role in our ambition to become Bedfordshire's leading school in terms of academic outcomes and pupil wellbeing.

Roles and Responsibilities

The successful candidate will work closely alongside the Deputy Headteacher Pastoral. They will be confident in implementing whole-school systems to improve pupil behaviour, whilst also leading staff in a collective approach to school behaviour management. As such, specific responsibilities of the role will include:

- Helping to develop, implement and refine a system of escalating consequences which are clearly understood by all members of the school community.
- Design and implement a system of rewards which gains currency amongst pupils.
- Planning and delivering staff training to support effective behaviour management both in and out of lessons.
- Responding quickly and effectively to incidents of pupil misconduct, and deciding on the appropriate sanction in each case.
- Line manage Heads of Year.
- Tracking and monitoring behavioural incidents, responding strategically to patterns and trends.
- Working closely with the Deputy Headteachers to offer help to 'at risk' groups.
- Collaborate with the SENDCo on high impact teaching and learning strategies to support positive classroom culture

As a member of SLT, the assistant headteacher will:

- Uphold the vision and ethos of the school in all day-to-day interactions with pupils and staff.
- Assist the Headteacher in leading and managing the school.
- Line manager a portion of middle-leaders, including pastoral and academic staff.
- Undertake duties and whole school responsibilities as are delegated by the Headteacher.
- Assist in formulating and reviewing the School Development Plan.
- Ensure the safety and wellbeing of pupils.
- Assist in preparing reports for Governors' meetings.
- Undertake the usual responsibilities of the class teacher.

The successful candidate will:

- Have QTS and extensive teaching experience.
- Exceptional behaviour management in own classroom.
- Senior leadership experience, or a strong track record of success in middle leadership.
- An ability to think clearly on strategic questions, and move beyond day-to-day firefighting.
- Ability to remain calm under pressure.
- A high degree of emotional intelligence, and ability to diffuse conflicts.

The roles and responsibilities of members of the Senior Leadership Team may be adjusted or altered by the Headteacher.

Closing date and interviews

If you wish to discuss this opportunity prior to applying, then please arrange a meeting with Nathaniel Wilson via Nisha Thind.

Please apply either via the jobs portal through which you found this advert, or by completing the application form on the Wixams Academy website and returning it to Nathaniel Wilson via nthind@wixamsacademy.co.uk.

The School reserves the right to commence or complete the interview process at any time prior to the start date.

Equal Opportunities

The Knowledge Schools Trust *is an equal opportunities employer*. The Trust is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions in order to assess their suitability to work with children.

The West London Free School and the Knowledge Schools Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the Trust, ensuring our staff body reflects the diversity of our students and local community.