



**TAPESTRY
LEARNING
PARTNERSHIP**

JOB OPPORTUNITY

Deputy Headteacher - Pastoral and Designated Safeguarding Lead

City of Derby Academy, Sinfin, Derby

Permanent

Leadership Pay Scale 19-23: (£80,655 - £88,951FTE)

Join us on an exciting journey of transformation and excellence.

At Tapestry Learning Partnership, we believe in the power of education to change lives. Formed in January 2026 through the merger of two strong trusts, QEGSMAT and Djanogly Learning Trust, we are building a future where every child succeeds and flourishes. Now, we are looking for an exceptional Deputy Headteacher to help lead our diverse, inclusive, and ambitious school community. Serving over 1,000 students and a richly multicultural population with more than 40 home languages, we are a school committed to improving the life chances of every child.

About the Role

The Deputy Headteacher (Pastoral and Designated Safeguarding Lead) is a key strategic leader at the heart of City of Derby Academy. In this role, you will lead and shape the school's pastoral provision, ensuring the highest standards of safeguarding, behaviour, attendance, and student welfare so that every student feels safe, supported, and able to thrive.

Working closely with the Headteacher, you will drive whole-school improvement through the development of effective pastoral systems and a strong culture of care, inclusion, and high expectations. You will lead and inspire colleagues to deliver consistent approaches to behaviour, attendance, and student support, using data and systems effectively to inform decisions and secure positive outcomes for all students, particularly the most vulnerable.

As Designated Safeguarding Lead, you will ensure robust safeguarding practices are embedded across the school, maintaining a culture of vigilance and accountability. You will model professional integrity, build strong relationships with students, families, staff, and external agencies, and contribute to a positive, values-led environment where all members of the school community can flourish. This is a pivotal opportunity for an ambitious leader to make a significant impact and play a central role in shaping the future of the school.

Who We're Looking For

We are looking for an exceptional senior leader with strong organisational skills, the ability to manage complex and sensitive priorities, and a proven track record of contributing to whole-school improvement, particularly in pastoral care, behaviour, attendance, and safeguarding. The ideal candidate will be an excellent communicator who can build positive and professional relationships with staff, students, parents, governors, external agencies, and Trust colleagues.

They will bring significant experience of leading teams and developing effective pastoral systems, with the ability to use data and school systems to inform decision-making and secure positive outcomes for all students, especially the most vulnerable. A deep commitment to safeguarding, inclusion, and student wellbeing is essential, alongside the ability to lead with clarity, consistency, and integrity.

The successful candidate will demonstrate high expectations, resilience, and emotional intelligence, remaining calm and solution-focused under pressure. Above all, we are seeking someone who is passionate about ensuring every student feels safe, supported, and able to succeed, and who is committed to continuous professional development and exemplary professional conduct.

About City of Derby Academy

City of Derby Academy is a school where every student and every member of staff is encouraged and supported to realise their full potential. Our culture is grounded in high expectations, strong and respectful relationships, and a deep commitment to inclusion.

Serving a wonderfully diverse community with more than 40 home languages, our vision is simple yet profound: to improve the life chances of every child.

We offer an ambitious curriculum, exceptional pastoral support and a wide range of enrichment opportunities, from educational visits and clubs to our thriving Combined Cadet Force.

Students develop academically, personally and socially, gaining the knowledge, skills and character they need for the next stage of their education, employment or training.

City of Derby Academy is a school where:

- Diversity is celebrated, and inclusion underpins everything we do
- Students feel safe, supported and able to thrive
- High expectations drive achievement, ambition and pride
- Relationships are strong, respectful and purposeful
- Staff wellbeing and professional development are valued, and colleagues are proud to work here

Why Join Tapestry?

As part of our Trust, you'll benefit from:

- A supportive network of professionals who share your commitment to excellence
- High-quality professional development and career progression opportunities
- A caring, inclusive organisation that values staff wellbeing and work-life balance
- Access to a range of employee benefits designed to promote health and wellbeing

This is your chance to be part of something special. Help us shape the future and make a lasting impact.

Tapestry Learning Partnership is committed to safeguarding and promoting the welfare of children

and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check and be eligible to work in the UK.

Further information about our commitment to Safeguarding can be found at: [Tapestry Learning Partnership](#)

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

If you are interested and wish to have an informal conversation to discuss the role, or would like to visit the school, we would be happy to arrange this. Please contact Libby Morrell, P.A to the Headteacher, LMorrell@cityofderbyacademy.org.

Further details about our school can be found on our website: [City of Derby Academy Website](#)

To apply for this position, please visit our careers page via our website: [Tapestry Learning Partnership](#)

Closing date for applications: Monday 18th May 2026 at 09:00

Interview date: Wednesday 20th and Thursday 21st May 2026

Potential Start date: September 2026

JOB DESCRIPTION

Post Title: Deputy Headteacher (Pastoral and Designated Safeguarding Lead)

Reporting to: Headteacher

Grade: Leadership Pay Scale 19-23

Disclosure Level: Child Workforce - Enhanced, Children's Barred List

Purpose of the Post

The purpose of this role is to provide strategic leadership for pastoral care, safeguarding, and student wellbeing across the school. The Deputy Headteacher (Pastoral and Designated Safeguarding Lead) will work alongside senior leaders to shape and uphold the values and ethos of both the school and the Trust, contributing to long-term strategic planning and whole-school improvement priorities. They will play a key role in creating and sustaining a clear, ambitious vision for an effective and inclusive school, ensuring that all students are supported to meet high expectations and thrive both personally and academically.

Working in close partnership with the Headteacher, the post-holder will lead and implement the strategic development and day-to-day operational management of City of Derby Academy, with particular responsibility for behaviour, attendance, safeguarding, and student welfare. As the Designated Safeguarding Lead, they will take responsibility for ensuring robust safeguarding systems and practices are in place, promoting a strong culture of vigilance and care, and ensuring that all students feel safe and supported.

The role will involve leading and developing effective strategies to promote high standards of behaviour, personal development, and welfare, alongside driving improvements in attendance through clear systems, consistent communication, and targeted intervention. The Deputy Headteacher will foster a cohesive and consistent team approach to behaviour, rewards, and student support, contributing to a positive, aspirational, and values-led culture.

They will model professional integrity, build effective relationships with parents, carers, external agencies, and the wider community, and represent the school with professionalism. The post-holder will also deputise for the Headteacher as required, playing a central role in the leadership and future direction of the school.

Key Duties and Responsibilities

- Develop, alongside other leaders, the values and ethos of Tapestry Learning Partnership and the school's long-term strategic planning and school improvement priorities.
- Help create and demonstrate a strong commitment to a clear, inclusive, and aspirational vision for an effective school.

- Carry out regular self-evaluation in relation to pastoral systems, safeguarding, behaviour, attendance, and student welfare, contributing to whole-school improvement.
- Lead on and contribute to the school improvement plan, working closely with the Headteacher and senior leadership team, with a focus on pastoral provision, safeguarding, behaviour, and attendance.
- Lead and implement all aspects of the strategic development and operational running of City of Derby Academy alongside the Headteacher and senior leadership team, with specific responsibility for pastoral care and safeguarding.
- Lead, develop, and implement effective strategies to ensure every student is safe, supported, and able to meet the school's expectations, promoting high standards of behaviour, personal development, and welfare.
- Act as the Designated Safeguarding Lead (DSL), ensuring statutory requirements are met, safeguarding systems are robust, and a strong culture of vigilance and care is embedded across the school.
- Hold accountability for attendance outcomes, delegating strategic leadership and operational delivery to the Assistant Headteacher.
- Provide a consistent and cohesive leadership approach to behaviour, attendance, rewards, and student support, promoting a positive, inclusive, and aspirational school culture.
- Lead on, provide and/or facilitate appropriate professional development and training for staff in relation to safeguarding, behaviour, attendance, and student wellbeing, including supporting colleagues who require bespoke guidance.
- Work closely with Tapestry Learning Partnership and external agencies to ensure robust and effective safeguarding, pastoral care, and student support systems, holding staff to account in a fair and transparent manner.
- Ensure that high expectations are consistently implemented, the needs of all students are met, and the school community prioritises safety, inclusion, and wellbeing.
- Model effective external relationships with parents, carers, the local community, and other stakeholders, particularly in relation to safeguarding and student welfare.
- Deputise for the Headteacher as required.
- Represent City of Derby Academy as required in the wider community.

Main Duties

- Work with the Headteacher to ensure the school provides outstanding pastoral care and safeguarding provision, with robust quality assurance systems in place to monitor CPD and drive school improvement.
- Implement rigorous and developmental quality assurance systems across pastoral, behaviour, attendance, safeguarding, and student welfare to inform professional learning and improve outcomes.
- Lead on training and oversee CPD processes, including INSET provision, ensuring alignment with Trust priorities and school improvement.
- Provide the Senior Leadership Team, Directors of Education, Executive Board, Local Governors, and Trustees with regular analysis and reports, including attendance, behaviour, rewards, and safeguarding data.

- Provide effective line management of Line management of Assistant Headteachers for Behaviour & Attendance and Inclusion & Personal Development in accordance with Trust policy, ensuring individuals and teams are supported, developed, and held accountable.
- Manage staff performance as required, ensuring high standards and clear accountability for impact.
- Act as Senior Leadership Team link for one or more areas of the school.
- Contribute to the whole school evaluation form (SEF), ensuring it is concise, accurate, evaluative, and supports school improvement.
- Support the Headteacher in the recruitment, selection, appointment, motivation, and retention of staff.
- Actively participate in all leadership and management meetings.
- Share responsibility for senior leadership and management of the school, ensuring continual improvement and rising standards.
- Drive and support a culture of high expectations for staff and students, promoting inclusion, equality, and achievement for all.
- Establish and sustain high expectations of behaviour for all students, built on strong relationships, clear routines, and consistent systems.
- Lead and promote ambitious expectations for all students, including those with additional and special educational needs and disabilities, ensuring equity of access and opportunity.
- Sustain a culture where all students feel safe, supported, and able to engage fully in school life, including the wider curriculum.
- Promote safeguarding as a central priority, ensuring effective systems for identifying, recording, and responding to concerns.
- Lead strategies to improve attendance, ensuring timely intervention, clear communication, and strong collaboration with families and external agencies.
- Ensure clear communication and consultation between leadership and staff on all aspects of school improvement and performance, including safeguarding, SEF, AIP, Pupil Premium, reporting systems, and statutory requirements.
- Demand ambitious standards for all students, actively addressing disadvantage, advancing equality, and ensuring staff accountability for student outcomes.

Model and maintain effective relationships with parents, carers, external agencies, and the wider community.

- Lead school assemblies, events, and activities that promote the school's values and expectations.
- Undertake an appropriate teaching commitment in line with the responsibilities of a Deputy Headteacher.

The post holder is expected to:

- Maintain strict confidentiality and adhere to data protection legislation and associated Trust policies at all times.
- Demonstrate a clear understanding of, and commitment to, safeguarding and child protection, maintaining an awareness of relevant procedures and responsibilities.
- Comply with the Trust's Health and Safety Policy and ensure safe working practices in the

performance of all duties

- Adhere to all other relevant Trust and school policies and procedures.
- Uphold and promote the principles of the Trust’s Equal Opportunities Policy in all aspects of the role.
- Undertake any training and professional development necessary to effectively carry out the duties of the post.
- Perform any other reasonable duties commensurate with the level and responsibilities of the role, as required by the Trust.



Person Specification

Post requirements	Essential	Desirable	Evidence and Assessment
Qualifications			
Honors Degree	✓		Application form, certificates
Qualified Teachers Status	✓		Application form, certificates
Masters Level Qualifications		✓	Application form, certificates
NPQH		✓	Application form, certificates
Evidence of continuing professional development, including safeguarding, pastoral leadership, behaviour and attendance	✓		Application form, certificates
Designated Safeguarding Lead training	✓		Application form, certificates
Teaching experience in more than one school with a strong track record	✓		Application form, certificates
Professional Experience At least 2 years of successful senior leadership experience which has included:			
Successful leadership at Assistant Headteacher/Deputy Headteacher level or above	✓		Application form, references
Experience of leading pastoral systems including behaviour, attendance, and student welfare	✓		Application form, references

Experience of leading or contributing to safeguarding practice within a school	✓		Application form, references
Experience of line managing staff and holding teams to account	✓		Application form, references
Experience of implementing whole-school improvement strategies	✓		Application form, references
Experience of working with external agencies (e.g. social care, safeguarding partners)	✓		Application form, references
Experience of leading interventions to support vulnerable students	✓		Application form, references

Leadership and Management A person who:			
Is an innovative and forward-thinking strategist	✓		Application form, interview
Has a capability to inspire through leadership, energy and vision	✓		Application form, interview
Has the ability to build strong relationships across the whole school community	✓		Application form, interview
Has demonstrated leadership through example and has a solution focused approach	✓		Application form, interview
Has a strong commitment to inclusion, equality, and safeguarding	✓		Application form, interview
Is resilient and responds positively to challenge	✓		Application form, interview
Is committed to leading and building teams and collaborative working	✓		Application form, interview
Can lead strategically to inform school evaluation and improvement, particularly in pastoral areas	✓		Application form, interview

Has understanding of coaching and staff development approaches		✓	Application form, interview
Pastoral, Safeguarding, Behaviour and Attendance			
Clear commitment to safeguarding, with secure knowledge of statutory requirements and best practice	✓		Application form, interview, references
Experience of acting as, or supporting, a Designated Safeguarding Lead	✓		Application form, interview, references
A strong track record of improving behaviour and establishing high expectations	✓		Application form, interview, references
Experience of improving student attendance through strategic intervention	✓		Application form, interview, references
Commitment to supporting vulnerable students and removing barriers to success	✓		Application form, interview, references
Experience of managing safeguarding systems, recording, and referrals	✓		Application form, interview, references
Ability to analyse pastoral data (attendance, behaviour, safeguarding) and act effectively	✓		Application form, interview, references

Outcomes for pupils			
Confident use of data to monitor and improve attendance, behaviour, and student welfare outcomes	✓		Application form, interview, references
Experience of improving outcomes for vulnerable groups, including disadvantaged students	✓		Application form, interview, references
Understanding of barriers to learning and strategies to overcome disadvantage	✓		Application form, interview, references
Personal qualities, Skills and Attributes			

A commitment to care, inclusion, equality and diversity	✓		Application form, interview, references
High levels of emotional intelligence and professional integrity	✓		Application form, interview, references
Ability to handle sensitive situations with discretion, empathy, and professionalism	✓		Application form, interview, references
Confidence, presence, and credibility as a senior leader	✓		Application form, interview, references
Ability to hold challenging conversations with clarity and respect	✓		Application form, interview, references
Calm, resilient, and solution-focused under pressure	✓		Application form, interview, references
Ability to build trust with students, families, staff, and external agencies	✓		Application form, interview, references
Strong communication (written and verbal) and organisational skills	✓		Application form, interview, references
Strong analytical skills, including interpretation of complex data	✓		Application form, interview, references
Ability to prioritise effectively and manage competing demands	✓		Application form, interview, references
Reflective, proactive, and committed to ongoing professional development	✓		Application form, interview, references
Effective and collaborative team member	✓		Application form, interview, references