

ASSISTANT HEADTEACHER (BEHAVIOUR & ATTITUDES)

RECRUITMENT PACK

**SEPTEMBER
2026**

A LETTER FROM THE HEADTEACHER



Anthony Steed

Headteacher

Denbigh School

Dear Applicant,

Thank you for your interest in the attached role.

Denbigh School is a successful, oversubscribed secondary academy located close to the centre of the City of Milton Keynes.

Our vision for our students and the education we provide for them is captured in our vision and our motto – *Aspire, Innovate, Achieve, Belong*. I would encourage all applicants to read more about this on our website.

We believe that every student has the right to learn in every lesson and that every teacher has the right to teach. Our strong expectations around behaviour and engagement ensure a calm, purposeful and vibrant learning environment of which we are proud.

Our students are excited about their learning journey and ours is a culture of aspiration and success. Parents are engaged and work in partnership with the school to ensure the best outcomes for their students.

We are keen to work with colleagues who take pride in their profession and wish to develop further. We maintain a research-led approach to pedagogy and run a diverse and exciting CPD programme, aimed at supporting and developing teachers regardless of career stage.

Denbigh School plays a leading role in the development of teachers locally as a centre of excellence for pedagogy. As part of the Alliance Schools Multi Academy Trust, the school and its staff are closely involved with the running of the MK Early Career Framework, in partnership with UCL. The Trust also runs the regional Maths Hub.

Milton Keynes itself is a diverse, modern, and exciting City. Situated within the 'Oxford-Cambridge Arc', it has excellent transport links to both London and Birmingham and is forecast to be one of the fastest growing cities in the UK, both in terms of population and its economy.

When completing the application form please also include the answers to the following questions:

- What excites you about coming to work at Denbigh School?
- What does the school's motto and vision mean to you?

Candidates who are shortlisted for interview will be asked questions about the above-mentioned points.

I am hugely invested in ensuring Denbigh School appoints the best teachers and leaders with the right qualities and who can make a positive contribution to the lives of the young people in our care. If you are excited by the challenge, and what you have read makes you want to find out more, then I would be delighted to hear from you.

A handwritten signature in black ink, reading 'A Steed'.

Mr Anthony Steed
Headteacher



DENBIGH SCHOOL

ASSISTANT HEADTEACHER – BEHAVIOUR & ATTITUDES

SALARY: LEADERSHIP SCALE (L14-L18)

CONTRACT: FULL-TIME, PERMANENT

START DATE: SEPTEMBER 2026

We are seeking an ambitious, resilient and values-driven Assistant Headteacher to join the senior leadership team of our large and diverse secondary school. This is a key strategic role with a whole-school focus on behaviour, attitudes and culture, ensuring that every pupil is supported to thrive in a calm, safe and purposeful learning environment.

This role is suitable for somebody with previous senior leadership experience or for an exceptional middle leader with substantial whole-school responsibility who is ready to take the next step into senior leadership.

The Role

The successful candidate will:

- Provide strategic leadership for behaviour, attitudes, and pupil conduct across the school
- Embed high expectations and consistency in behaviour management systems and routines
- Lead on attendance, punctuality, exclusions and reintegration strategies
- Work closely with pastoral leaders, SEND, the mental health team, safeguarding and external agencies to support vulnerable pupils
- Use data intelligently to evaluate impact and drive continuous improvement
- Model outstanding professional conduct and inspire staff and pupils alike



The Ideal Candidate

We are looking for someone who:

- Is an experienced and effective leader with a proven track record of leading with impact
- Has excellent interpersonal skills and the ability to build strong relationships with pupils, staff and families
- Is calm, decisive and resilient, with the ability to lead in challenging situations
- Has high expectations of all pupils and a strong commitment to inclusion and equity
- Is ready to contribute strategically as part of a collaborative senior leadership team

What We Offer

- A supportive and experienced leadership team
- The opportunity to make a significant whole-school impact
- High-quality professional development and leadership progression
- A school community committed to staff wellbeing and pupil success

Visits to the school are warmly encouraged. Please call the school office on 01908 505030 to arrange a visit.

ABOUT DENBIGH SCHOOL

Denbigh School is made up of 260 students per year group with over 400 in the 6th Form. The staff body is comprised of the leadership team, faculties, departments, and associate (support) staff. The School was built in the early 1990's and since then it has had some newer accommodation added to it.

Our curriculum at Denbigh School is varied and knowledge-rich. Our core purpose is combining the teaching of discipline-specific knowledge with the application of skills and understanding in a safe and secure environment across a broad range of subjects. Our aim is to ensure an excellent education for all our students based on providing the core knowledge that students need to succeed throughout their lives. Our curriculum draws on the best that has been thought, said, and done in each subject, allowing students to appreciate, make sense of and broaden their view of the world. Through our teaching, we aim to develop the whole person so that each student can maximise their ability to both function, and influence change, in their future environments.

Our pastoral care protects and supports our students. Attendance, Behaviour and Uniform have high standards, and this is monitored via all staff, especially tutors. The progress of each student, whether it is academic, or pastoral is tracked carefully with appropriate steps taken to create improvements where this is needed.

Safeguarding is everybody's business. The Alliance Schools Trust is committed to ensuring that all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of, harm. We have a Trust wide Safeguarding Group which meets half termly.

Denbigh School participates in a wide and extensive range of clubs and competitions. Examples include Young Enterprise Competition, MK Magistrates Competition, Bar Mock Trial Competition, English-Speaking Union Schools' Mace Debate and Maths and Biology Olympiads. Students are very successful in these competitions.

The PE Faculty organises an extensive range of local and regional sporting fixtures and competitions for our students, and they also compete with much success.

We also put on regular Creative Arts Ensemble Evenings and Art Exhibitions so our students can perform to audiences of family and friends.



DENBIGH SCHOOL



WHAT IS IMPORTANT AT DENBIGH SCHOOL?

- We believe that our students should be at the heart of everything that we do
- We believe that it is possible for all students to achieve success and we should set our aspirations accordingly
- We believe that whilst every student has the right to learn, every teacher has the right to teach
- We treat staff and students alike with the same level of respect and consideration
- We believe that we all have a professional obligation to improve as teachers
- We believe that an evidence-informed approach to teaching and learning helps us identify what works best in the classroom
- We believe that truly great teaching is that which improves students' progress
- We believe basic literacy and numeracy are essential to students making good progress
- We believe that whilst we are a large school, we should cultivate a small school feel so that every child knows where they can go for help and support
- We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves, could have imagined
- We believe that there is no alternative to hard work and that it is the key to success for staff and students
- We welcome new ideas to solve problems, just because 'it has always been done this way' doesn't mean it will always be done that way
- We value the views and opinions of staff at all levels of the school
- We acknowledge that we all make mistakes and that we all deserve a chance to put these mistakes right
- We believe that we have a responsibility to offer opportunities beyond the classroom for all our students
- We believe that we have a responsibility to offer opportunities which will allow all our staff to develop and be satisfied in their work
- Above all, we value engagement, kindness and respect, and doing no harm and believe that living by these values will create a community of which we all wish to be part

STAFF TESTIMONIALS



Teaching Assistant

When I first joined Denbigh School, I wasn't very confident in my English skills. However, the school provided me with valuable opportunities to develop my language abilities. My experience truly reflects the positive and supportive culture at Denbigh School. I feel proud to belong to this community. For anyone considering a position here, I highly recommend it—you'll find a nurturing environment that genuinely cares about your growth and well-being.

Science Teacher

I started in September 2023 and I was really welcomed by the school and the Science department. Denbigh has a commitment to not only making sure the students are happy, but also the staff, which is clear. I feel a valued part of the school. The head teacher knows my name and who I am, which has been a revelation.

PA to Headteacher

I feel supported and encouraged to develop and grow at Denbigh. I have been given many opportunities to learn new things and enhance my career. Coming to work every day is a joy!

Head of Maths/Assistant Headteacher

Denbigh is like no other place that I have worked. There are high expectations on the staff, but there is also first-class support from a leadership team and staff body that cares deeply. The opportunities for staff and students to develop is second to none. Denbigh will always be my number one place to work. It is a school that focuses on the values of being engaged, kind, respectful and doing no harm.

ABOUT OUR MULTI-ACADEMY TRUST

Allied

Loyal

Learning Focused

Inclusive

Ambitious

No-nonsense

Community Focused

Empathetic

The Alliance Schools Multi-Academy Trust consists of six schools in Milton Keynes; 2 secondaries and 4 primaries. We also deliver a Maths Hub and we are a delivery partner for Early Career Framework.

The vision of the Trust is to unite the collective strengths of its schools to deliver exceptional **Education, Care and Opportunity** for everyone within its learning community. Through meaningful collaboration and partnership, each school retains its distinctive character while working as true allies - celebrating diversity, empowering lives and driving ambition and achievements for all.

Our Shared Services Team is committed to delivering an exceptional service with our schools so that each school can have an increased focus on teaching and learning. We have a Scheme of Delegation that empowers schools to meet the needs of the students in their care.



OUR TRUST MISSION AND VALUES

EDUCATION

We aim to achieve outstanding outcomes for all students, regardless of ability or background.



CARE

We are a big organisation with a small feel and offer individualised care to our students.

OPPORTUNITY

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom.



OUR TRUST MISSION

In the Alliance schools, we deliver for our children, staff and communities through collaboration, partnership and innovation.

- *An inclusive, ambitious and successful EDUCATION*
- *A culture of CARE, loyalty and empathy*
- *Inspiring and memorable learning OPPORTUNITIES*

WHY WORK FOR ALLIANCE SCHOOLS?



PAY

Our salaries are nationally benchmarked and aligned to STPCD and NJC scales, with annual cost of living increases and performance based pay rises.



PENSION

All teachers are entitled to receive the Teachers' Pension, while associate staff are automatically enrolled in the Local Government Pension Scheme.



LEARNING & DEVELOPMENT

We pride ourselves on prioritising staff development with support from experienced leaders and partnerships with the SCITT, Maths Hub and Early Careers Framework.



MENTAL HEALTH

From Day 1, all staff will have access to an Employee Assistance Program (EAP) and on-site support from HR and trained mental health first aiders. Our policies are designed to support you through various life stages, including flexible working arrangements and menopause support.



PHYSICAL HEALTH

Our Cycle to Work scheme promotes healthy and sustainable commuting options. We also give all staff the option to have a free flu jab annually.



LIFE OUTSIDE WORK

We understand the importance of work-life balance and have policies in place to support it. That's also why all staff have an additional leave entitlement so they don't miss out on important personal events like weddings and graduations.

LIFE IN MILTON KEYNES

Established just over 50 years ago, Milton Keynes is a diverse, welcoming and expanding place. Beautiful open spaces sit alongside popular leisure attractions, there's lots on offer culturally, and our friendly neighbourhoods feature high quality community facilities with easy ways to get around on foot and by bike as well as by car.

Milton Keynes is 40 minutes from London, 30 minutes from London Luton Airport and a stop on the West Coast Mainline, connecting Scotland and the North West with the capital.

We're known to be a 'smart city', leading the way in projects like autonomous vehicles and robot deliveries, and we have a strong economy with plenty of highly skilled jobs. We also have a great deal of unexpected history with rural villages and busy towns like Bletchley (home of The Codebreakers).

Facilities include a large shopping centre (over 190 stores), a 1400 seat theatre, a municipal art gallery, two multiplex cinemas, an ecumenical central church, a 400 seat concert hall, a teaching hospital, a 30,500 seat football stadium, an indoor ski-slope and a 65,000 capacity open-air concert venue. Seven railway stations serve the Milton Keynes urban area (one inter-city). The Open University is based here and there is a small campus of the University of Bedfordshire.

Most major sports are represented at amateur level; Red Bull Racing (Formula One), MK Dons (association football) and Milton Keynes Lightning (ice hockey) are its professional sports teams.



JOB DESCRIPTION

REPORTS TO: DEPUTY HEADTEACHER (CARE & OPPORTUNITY)

Purpose:

The Assistant Headteacher should effectively promote a positive image of Denbigh School. He/she is expected to provide vision and professional leadership to ensure achievement of the school's aims.

The following job description outlines the main responsibilities of the job and is not an exhaustive list of all relevant duties. The Trust reserves the right to alter this job description at any time.

Operational/Strategic Planning

- Lead the strategic development and direction of pastoral provision and the behaviour system (including celebration of success, praise and reward and the detention system) in the school.
- Working with the Pastoral/HoY teams to meet the daily needs of all students.
- The leadership, day to day management and maintenance of high standards of student behaviour, uniform, punctuality and attendance in the school along with the setting, development and implementation of policies, plans, targets, practices and procedures related to the system within the context of the vision, ethos, aims and goals of the school.
- Using data to drive strategic improvement and to monitor behaviour and attendance.

Leadership Team Responsibilities

- To promote the ethos and values of Denbigh School.
- To participate in recruitment activities and to ensure effective induction of new staff in line with school procedures.

To assist the Headteacher with;

- determining, planning and implementing the direction of school-wide issues;
- meeting student and staff needs on a day to day basis;
- the supervision and control of student behaviour (compliance and behaviour for learning) around the school at all times;
- being a presence around school: a role model to all.

Generic expectations of all members of the Leadership Team

- act with professional integrity at all times;
- notwithstanding issues of confidentiality and tact, act with honesty and transparency with regard to your work;
- be present where required at meetings, performances and other functions/events;
- where requested to do so, attend Governing Body meetings to inform on issues related to your role;
- undertake a proactive part in:
 - 1.those activities that are part of the self-evaluation of the school;
 - 2.casual and formal checking of uniform;
 - 3.being a presence around the school;
 - 4.appraisal, performance and line management systems;
- line management of identified curriculum and pastoral areas.
- Set an example in undertaking regular commitment to duties and the assembly rota;
- When requested to do so by the Headteacher or Deputy Headteacher prepare and present reports on progress/issues related to areas of accountability and responsibility;
- Undertake specific tasks reasonably delegated by the Headteacher and/or Deputy Headteacher from time to time.

Line Management Responsibility

- To line manage the Pastoral HoYs, wider Pastoral team and carry out all associated annual performance appraisals
- Undertaking other line management responsibilities as a member of the Leadership Team
- To effectively appraise, performance manage, line manage and deploy teaching and associate staff as appropriate across the school.

Curriculum Provision

- Work with the Pastoral/HoY team and the PSHE Lead to ensure that the tutorial programme and other tutorial duties are carried out effectively
- Responsibility for organising the assembly programme for the school in liaison with the PSHE Lead.

Quality Assurance

- To assist with the setting of targets within the Pastoral team and to work towards their achievement.
- To establish common standards of practice across year groups.
- To implement school quality procedures and to ensure adherence to those within the year groups. Monitoring and evaluation of the pastoral provision and the behaviour system in line with agreed school procedures.
- To ensure the effective operation of quality control systems.

Management Information

- To ensure the maintenance of accurate and up-to-date information to include pupil records, reports and files.
- To lead in the use of analysis and evaluation of data relating to all aspects of student rewards, attendance, punctuality and behaviour.
- Work with the Pastoral teams to devise and ensure the delivery of intervention strategies to improve pupil outcomes in terms of attendance, punctuality, praise/rewards and behaviour.
- Work with the Milton Keynes Behaviour Partnership and attend monthly panel meetings to support vulnerable students within the city and surrounding areas?

Management of Resources

- To assist the Deputy Headteacher/Headteacher to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To assist the Deputy Headteacher/ Assistant Headteacher with responsibility for Admissions with organising the transition programme for Year 6 to Year 7 students.

Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

Additional Duties

- To play a full part in the life of the Denbigh School community, to support its distinctive values and ethos and to encourage staff and students to follow this example.

Other Specific Duties

- To undertake any other duty as specified by STPCB not mentioned in the above.
- To carry out any other reasonable duties as requested by the Senior Leadership Team or the Headteacher.
- Demonstrate knowledge, understanding and positively promote equality of opportunity.
- Supports a positive culture throughout the organisation and adopts behaviours that exemplify the Trusts culture.
- Encourage the development of productive and collaborative working relationships across the Trust.
- The post holder will be required to undertake other duties and any reasonable instructions given by the line manager or the Trust.

PERSON SPECIFICATION

Knowledge/ Experience	<ul style="list-style-type: none"> • Demonstrable experience of leading a pastoral or SEN team/department (E) • Degree educated with qualified teacher status (E) • Excellent leadership and management skills (E) • A track record as an outstanding classroom practitioner (E) • Excellent interpersonal skills with people of all ages (E) • Previous experience of having lead and supported new initiatives (E) • A genuine interest in students with learning difficulties (E) • Previous experience of working with students in a specialist capacity or through extra-curricular activities (E) • Previous experience of raising student achievement and enhancing student potential (E) • Experience of using data to devise strategies to improve and monitor behaviour and attainment. (E)
Technical/ Business Skills/Ability	<ul style="list-style-type: none"> • Ability to prioritise workloads and work under pressure to meet deadlines (E) • The ability to support students pastorally in order to raise student achievement (E) • Ability to lead and support new initiatives (E) • Experience of Microsoft packages including Word, Excel and Outlook. (E) • Knowledge of SIMS and the SEN functions (D)
Particular Aptitude/ Personal Skills	<ul style="list-style-type: none"> • Professional communicator at all levels, capable of multitasking and delivering to strict deadlines (E) • Ability to work using own initiative and as part of a team (E) • Able to communicate effectively both verbally and in writing (E) • A commitment to supporting all students to reach the highest possible standard of achievement (E) • Resilience, the ability to be flexible and handle high levels of pressure (E)



Closing date: Monday 9th March 2026 at 9am
Interview dates: w/c 16th March or w/c 23rd March



DENBIGH SCHOOL