

Deputy Headteacher - Inclusion College

Job title:	Deputy Headteacher
Department:	Inclusion College
Salary Range:	£Competitive
Contract:	Permanent Term Time Only
Working Hours:	Monday – Friday, 08:30 – 16:30 (37.5 hours per week)
Work Location:	Unit 5, Meridian Office Park, Osborne Way, Hook, Hampshire, RG27 9HY.
Start:	September 2024

About Inclusion College

Inclusion College is an independent non- maintained special college, with places funded by local authorities, established to support the social, emotional, and mental health complexities of young people with an EHCP and enable them to access a broad, balanced, and engaging curriculum through a nurturing, safe and inclusive environment.

Working as Inclusion College's Deputy Headteacher you will be part of a close, supportive team working to teach and develop young people who have struggled to access education due to the mental ill health, anxiety and difficulties attending school through empathy, nurture, and patience.

The Deputy Headteacher will be responsible for the Quality of Education across Inclusion College with a focus on the key Post 16 curriculum requirements as listed by DfE. They will assist the headteacher in the development of a practical curriculum focussing on the key skills of Preparation for Adulthood, developing appropriate and engaging lessons to ensure that all students have an accessible and enriching curriculum where they are able to achieve and reach their potential.

They should have a good understanding of IT and be able to make this relevant for students at the college, considering digital employability skills and working with other staff to create an IT resource base to enable students to use IT to help them access the world.

An ideal candidate would understand the role IT plays in the world of our students and be able to use this to engage them to access all opportunities.

The ideal candidate would also be emotionally intelligent, empathetic, highly motivated, and willing to take measured risks to lead on the development of staff and an exciting and engaging Post 16 curriculum.

The successful candidate will have the opportunity to:

- Build on the work of the current college.
- Lead on the development of the Post 16 curriculum.
- Play a strategic role in the evolution of Inclusion College

We are as passionate about our staff's mental health and wellbeing as we are about our learners which is why we are in receipt of a Leeds Beckett, University Carnegie Gold medal Award for Mental health in schools and a mental health committed employer with our Employee Assistance Programme and supportive culture.

Key Responsibilities

- To assist the headteacher in shaping a vision and a direction for the college setting out very high expectations and with a clear focus on **quality of education and student achievement**
- To assist on the development of IT through the college
- To take responsibility for the quality assurance of teaching and learning across Inclusion College leading and inspiring others. Support all teaching staff to achieve the very best in teaching and learning based on evidence, through observations and coaching of 'The Inclusion Way' to ensure teaching standards defined by the organisation are maintained.
- To manage and develop teaching across the college providing mentoring, role modelling and identifying professional development and learning opportunities.
- To work with other staff in developing opportunities for employment for the students
- Develop an assessment process to use with the students to show baseline, formative and summative assessments.
- Develop an appropriate, comprehensive, engaging, and high-quality curriculum with bespoke assessment. Working closely with all SLT to ensure all students needs are identified and supported throughout the curriculum and teaching.
- To lead on the creation of subject development plans which actively involve all teachers in their design and execution. Implementing strategies that optimise the learning potential of every student. Effectively using formative assessment to inform strategies and decisions.
- Develop positive and nurturing relationships with students to support their social, emotional, and learning needs including their progress against targets.
- To assist the headteacher in whole school review and evaluation and in effective planning and management of resources to secure improvements.
- Ensure staff and pupil's safety and welfare through effective approaches to safeguarding.
- To act as Head in the absence of the Headteacher.

Person specification

Skills, Experience & Qualification Requirements
<ul style="list-style-type: none">• A qualified teacher with proven ability to raise attainment.• Experience of leadership at a whole school level.• An outgoing, positive, and engaging person who values relationship building with young people to improve their wellbeing and education.• Experience of teaching students with SEN• Evidence of further study and commitment to CPD• Knowledge and experience of the Post 16 curriculum• Knowledge and experience of working with students with high anxiety.• Experience of applying safeguarding and child protection policies and procedures and promoting the welfare of the young people• Resilient, hardworking and a team member• Knowledge and experience of supporting mental health and other complex needs.• Ability to listen to and communicate effectively and empathetically with young people aged 16 -25.• Ability to build trusting relationships with young people conducive to a learning environment.• Ensuring outstanding outcomes for learners• Motivating and engaging learners

What makes Inclusion College unique for a member of staff?

- A calm, informal and collaborative environment which combines aspirational outcomes with realistic approaches for our students.
- A college that cares for all who are part of its community: our staff in our learners and their families.
- Education Supports Employee Assistance Programme
- An approachable leadership team which prioritises staff wellbeing by providing 1:1 supervision and support for all staff
- A strong focus on positive team ethos where everyone is made to feel valued and supported.
- A generous employer pension scheme supported by Inclusion Education charity.
- A commitment to a healthy work/ life balance as part of our Mental Health strategy and ensuring work does not need to be completed at home or on weekends.
- Enabling teachers and tutors to focus on teaching and planning.

This job description is subject to change as the demands of the organisation and the role develops. The role requires flexibility and adaptability, and employees of Inclusion Education may be asked to perform tasks and be given responsibilities not detailed on a job description.

Diversity Statement

Inclusion Education recognises and values the enriching contribution which people from a range of backgrounds and experiences can bring to the life and development of the Organisation. We therefore aim to provide a service which, in its teaching, administration and support services, actively promotes equality of opportunity and freedom from discrimination on grounds of age, cultural background, disability, ethnicity, gender, religion or sexual orientation.

Health & Safety Statement

All employees have a responsibility to promote and maintain a safe and healthy working environment, by taking reasonable care of their own health and safety at work and the well-being of colleagues and students. Line managers have specific responsibility for the health and safety of the team for which they have general management responsibility.

Safeguarding Statement & Responsibilities

Inclusion Education is committed to the safeguarding and welfare of young people and expects all employees, volunteers and third parties to share this commitment.

- The successful applicant is responsible for ensuring that all Inclusion Education's child protection and safeguarding policies are adhered to, and concerns are raised in accordance with these policies.
- This post is subject to an Enhanced DBS check, and safer recruitment pre-employment background checks (including overseas checks if applicable) prior to confirmation of appointment.

To apply:

If you have any questions about the role or Inclusion College before you apply, please email HR at hr@inclusioneducation.org.uk.

or

Please complete and submit your application [here](#).

Closing date for applications is Friday 26 April 2024.

First stage interviews are currently planned for w/c Tuesday 7 May 2024.