

Post: Deputy Head (Behaviour, inclusion and attendance)

Permanent

Full time

Salary from £55,000 - £60,000 dependant on experience

Closing Date: Monday 6th October 2025

Completed application form to go to schooloffice@impactnorthwestschools.org.uk

About the role

Impact North West Schools is a registered Independent special school working with young people aged 11 - 16, who need support to transition back into their mainstream or specialist setting. We offer a variety of programmes depending on the needs of the young person and some, where it is in the child's best interest, stay with INWS until Year 11. Our dedicated team of staff, work collaboratively to ensure successful outcomes for all our pupils.

Main purpose of Job

Work in partnership with the Headteacher and Senior Leadership Team in shaping the vision and direction for the school, leading strategic and improvement planning and setting high expectations with a clear focus on students' behaviour, inclusion and attendance. You will produce reports, analyse data and work collaboratively with all of our staff, and will support and challenge other members of the Executive and Senior Leadership Team.

Duties and responsibilities

- In the absence of the Headteacher, to assume authority and responsibility for all aspects of our school.
- To make significant contributions to the School Improvement Plan, self evaluation, whole school policy and decision making, with particular focus on the November 25 changes to the revised education inspection framework
- To lead on the behaviour of all students in our school, focusing on intent, implementation and impact.
- Use data to identify individuals or groups that need targeted support and develop strategies to improve behaviour, attitudes and personal development.
- Raise attainment for all students by consistently planning, preparing, and delivering high-quality, engaging interventions.
- To ensure that student voice is taken into account when developing strategies
- Provide regular reports to show the impact and effectiveness of all behavioural strategies and management.
- To have oversight of CPOMS and Arbor to ensure that staff are completing relevant sections fully and correctly.
- Assist the Headteacher in managing and preparing for the Education Ofsted Inspection process
- To be a visible presence around school.

- Lead by example especially when implementing change and improvements in standards.
- Promote a culture of inclusion within the school community where all views are valued and taken account of.
- Line manage the Pastoral team.
- Provide regular CPD to colleagues and stay abreast of the latest quality of education initiatives.
- Support teachers' professional development and appraisal through lesson observations, feedback, and implementation of improvement strategies.
- Lead on research, best practices, and innovations in intervention strategies.
- To be available during the holiday periods for on-call duties as dictated by a rota.
- To undertake any professional duties of the Headteacher reasonably delegated by the Headteacher.

Other Responsibilities

- Develop and implement educational programmes that meet the needs of all students.
- Oversee the daily operations of the school, ensuring a safe and productive environment.
- Collaborate with parents, teachers, and community members to promote student success.
- Work with the Headteacher and Designated Safeguarding Lead to ensure safeguarding policies and practices are consistently implemented, monitored, and reviewed across the school.
- Ensure compliance with educational policies, regulations, and standards.

Requirements

- Good honours Degree
- QTS/QTLS/PGCE
- Evidence of CPD relevant to this job role
- Experience in a Senior role within a School
- SEND experience
- Delivering and developing a whole school initiative.
- Working under pressure and meeting deadlines
- Facilitating/Chairing meetings
- Line management of a team
- Successful experience of using target setting, data analysis and innovation to improve outcomes
- Delivering and developing a whole school approach to behaviour, inclusion and attendance.
- The ability to analyse data, identify issues, and trends and address areas for improvement.
- The ability to demonstrate a sound knowledge of up to date initiatives within the Education sector and experience of how this knowledge can be applied to the development and improvement of Behaviour, attitudes and personal development.
- Reflective practitioner
- An in depth understanding of school leadership and the school improvement strategies needed to achieve outstanding behaviour and attitudes, and personal development

You will be

- Confident user of IT Skills
- Confident public speaker

- Planning & Organising
- An inspirational Leader
- Ability to work under pressure and prioritise workload
- Able to work positively within teams.

PERSONAL QUALITIES

- High degree of personal integrity
- Energy and enthusiasm
- Ability to challenge and influence
- Problem Solver
- Ability to work in a way which reflects the Schools values/ ethos.
- Willingness to address challenging issues with diplomacy
- Ability to work under pressure and deal effectively with emerging situations.

For an informal chat or visit to the school, contact Jo Smith, PA to the Headteacher. Please email jo@impactnorthwestschools.org.uk

SAFER RECRUITMENT STATEMENT

Impact North West Schools (INWS) is committed to safeguarding and promoting the welfare of children and young people in its school. INWS complies with the statutory legislative requirements and guidance that seeks to protect children including 'Keeping Children Safe in Education'. In order to meet this, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Equal Opportunities

INWS recognises the value of, and seeks to achieve, a diverse workforce which includes people from all backgrounds.

INWS takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences.

This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community.

INWS is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.