

## Assistant Head Teacher

**Beaufort Special School**

Grade/Scale: Leadership Scale – L4 –L8

Reporting to: Head Teacher

Closing date: 15th July 2025- 9am

## Job Summary

We are seeking a committed and visionary Assistant Head Teacher to support the Head Teacher in leading Beaufort Special School through its journey of rapid improvement. As part of a small but passionate Senior Leadership Team (SLT), you will play a pivotal role in driving school improvement, raising standards, and supporting high-quality teaching and learning for pupils with a wide range of complex needs.

You will be central in establishing a culture of high expectations, accountability, and inclusion, ensuring every pupil receives the education and support they deserve. This is a unique opportunity to make a significant difference in a school committed to transformation.

## Main Duties and Responsibilities

### Strategic Leadership and School Improvement

- Work closely with the Head Teacher to develop and communicate a clear vision and improvement strategy that addresses the current Ofsted priorities.

- Lead by example in promoting high standards of teaching, behaviour, and pupil outcomes across the school.

- Support and contribute to a robust self-evaluation cycle, ensuring that data and pupil voice inform school development.

- Drive rapid improvements in key areas such as curriculum quality, safeguarding, and leadership effectiveness.

- Actively support the development of a strong, inclusive ethos underpinned by mutual respect and high aspirations.

### Teaching, Learning and Curriculum

- Promote excellence in teaching and learning, ensuring all pupils receive high-quality, personalised education.

- Contribute to the development and implementation of an engaging, appropriate and accessible curriculum for all pupils.

- Support the monitoring and evaluation of classroom practice, identifying areas for improvement and ensuring high-quality CPD for staff.

- Oversee the assessment and tracking of pupil progress to ensure accurate, timely interventions are implemented.

- Work with class teachers to ensure that EHCP outcomes are effectively planned for and achieved.

### Pupil Welfare and Safeguarding

- Support the Head Teacher in creating a safe, nurturing environment that promotes the physical and emotional well-being of all pupils.

- Act as Deputy Designated Safeguarding Lead (DDSL), ensuring safeguarding procedures are consistently implemented and regularly reviewed.

- Promote positive relationships with families and external professionals to ensure joined-up support for pupils.

- Champion inclusive practices that celebrate pupil diversity and remove barriers to participation and achievement.

### Staff Development and Line Management

- Provide effective line management and coaching to staff, including support staff, to develop high-performing teams.

- Support performance management processes and contribute to staff induction and professional development.

- Play a key role in developing a culture of accountability, reflection, and continuous improvement.

### Operational and Resource Management

- Assist the Head Teacher in ensuring the school meets all statutory responsibilities including health and safety, safeguarding, and data protection.

- Contribute to effective deployment of staffing and resources to maximise learning and progress.

- Support the school in achieving compliance with all policies and maintaining a well-organised, safe environment for pupils and staff.

## Person Specification (Summary)

- Proven experience in a leadership role within a special or mainstream setting.

- Strong understanding of SEND provision and EHCP implementation.

- Demonstrated success in improving outcomes for vulnerable learners.

- Commitment to inclusive practice and high expectations for all pupils.

- Ability to work collaboratively with families, staff, governors, and external agencies.

## Additional Information

Beaufort Special School is at a pivotal stage of its development. The successful candidate must be resilient, solutions-focused, and committed to playing a leading role in its improvement journey.

Flexibility, creativity, and emotional intelligence are essential traits for success in this role.

Interviews: Friday 18th July 2025

Start Date: As soon as possible