**Deputy Headteacher - Behaviour, Attitudes and Attendance**

**Salary: L9-L13 £60,644-£66,919**

**Location: Trent Vale**

**Working hours: Full time, all year**

**Contract type: Permanent**

**Start date: September 2025**

At Portland School, we are dedicated to providing exceptional learning and experiences to pupils with Social, Emotional, and Mental Health Difficulties (SEMHD). Our mission is to empower young minds and nurture futures, ensuring that every student reaches their full potential.

Our day begins at 8:45am and finishes at 2:15pm, Monday to Friday, providing students with 5.5 hours of learning each day, totalling 27.5 hours per week. Portland School specialises in catering to the unique needs of young people facing SEMHD challenges. We understand that each student is an individual, and our staff is highly trained in SEMHD teaching and management, allowing us to create a supportive and inclusive learning environment where every student can thrive.

Our state-of-the-art facilities are designed with our students in mind, from sensory spaces to specialised classrooms, promoting growth, development, and well-being. Our passionate and dedicated staff members are committed to making a difference in the lives of our students, working tirelessly to provide the guidance, support, and educational opportunities necessary for success.

We are seeking an exceptional Deputy Headteacher who has an in-depth understanding of SEMHD and the challenges faced by pupils with complex needs and has the ability to think strategically and drive school improvement to join our dedicated team at Portland School. In this role, you will be responsible for leading and managing the school's behaviour, attitudes, and attendance strategies, ensuring that our pupils thrive in a safe and nurturing environment.

**Key Responsibilities will include:**

* Develop and implement effective behaviour management policies and procedures to promote positive attitudes and excellent attendance.
* Monitor and analyse data on pupil behaviour, attitudes, and attendance, identifying areas for improvement and implementing targeted interventions.
* Work closely with the Headteacher, staff, and external agencies to support pupils with complex SEMHD needs, ensuring their individual needs are met.
* Provide strong leadership and guidance to the pastoral team, empowering them to deliver high-quality support to our pupils.
* Engage with parents and carers, fostering positive relationships and partnerships to support the overall well-being and progress of our students.
* Contribute to the strategic development of the school, working collaboratively with the Headteacher and Governing Body.

The ideal candidate will have significant experience in a leadership role within a SEMH or special educational needs setting, demonstrable expertise in behaviour management, attendance, and pastoral support, have excellent communication and interpersonal skills, with the ability to build strong relationships with pupils, staff, and parents  and be commitment to continuous professional development and a passion for making a difference in the lives of young people.

This is an exciting opportunity to join our rapidly improving school and make a significant impact on the lives of our fabulous pupils. If you are passionate about supporting SEMHD learners and believe you have the skills and experience to thrive in this role, we encourage you to apply.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. We’re a growing group of dynamically awesome academies providing education to children of all ages and abilities. Staff across our team of schools are dedicated to ensuring that every child has the opportunity to be successful, whatever their starting point in life.

**Our Special settings** cater for children and young people with a wide range of Special Educational Needs from children with profound medical needs and life limiting conditions, those with severe, moderate and sensory needs through to young people with social emotional and mental health needs that require support and understanding to help them to navigate their world.

Whether you are a teacher, a teaching assistant, a healthcare professional or work in facilities, admin or operations all our Special Schools offer you the opportunity to work within an establishment that has a ‘family’ feel that puts the children, young people and their families at the heart of what they do.

All the pupils within our Special Schools have an individualised education and are educated in small classes and groups with enhanced support to ensure that all their needs are met. There is nothing more rewarding than being

part of a team that supports a child or young person with Special Educational Needs to reach their goals. You truly will make a difference to the life of a young person and their family.

Our schools span from Birmingham to Bury, meaning that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we can help ensure all children are able to access a high standard of education, with all being treated equally.

**Please visit our Portland career site for more information:** [Portland School & Specialist College Career Site (schoolrecruiter.com)](https://portlandschool.schoolrecruiter.com/)

 **Or click the QR Code to see all vacancies with Portland.**

**Shaw Education Trust offer the following employee benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Electric Car Scheme: Environmentally friendly vehicles with our electric car scheme.
* Access to Medicash Health & Wellbeing Plan: Enjoy health services designed to support your well-being.
* Free DiscountForTeachers Scheme for all staff (Support and Teaching), Exclusive discounts to save money with a wide selection of discounts and exclusive offers from hundreds of the biggest brands.
* Free Eye Tests
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

We know **our people** are the key to our success and so we’re committed to ensuring the **employment experience** at **Shaw Education Trust** is a **rewarding** one.

**Colleagues within the Trust benefit from:** Access to a full range of courses both in-house and professionally accredited. These courses include all of the National Professional Qualifications – NPQH, NPQSL, NPQEYL, NPQLL, NPQLT, NPQLTD, NPQLBC are all delivered by the Shaw Education Trust as a delivery partner for Ambition Institute. In addition, we provide access to the NPQEL for Executive Leaders.

* Experienced leadership and subject-specific support.
* Guidance from former HMIs and serving Ofsted Inspectors within the Trust.
* Access to the Trust’s Institute of Education and SCITT.
* Opportunities to work with different schools within the Trust as a Professional Advocate.
* Participating in peer reviews.
* Access to a suite of online courses.
* Placement projects within our family of schools.

**Portland School** is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CVs alone will not be accepted.**

**Closing Date: 9am Monday 19th May 2025**

**Interview Date: Wednesday 21st May 2025**

**We reserve the right to appoint before the closing date as we review applications on an on-going basis and interviews may be arranged as suitable candidates are identified, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.