



Deputy Head Teacher

Scale	Leadership	Range	L19 – L23
Contract Type	Permanent	Salary £	£77,552 - £85,529
Location	Welcombe Hills School	Start Date	1 st September 2025

About us

Welcombe Hills is an all-age broad-spectrum special school in Warwickshire. The school is based across two sites in Stratford Upon Avon, with our dedicated 6th Form Hub being just under 2 miles away from the main school site.

We are an integral part of Unity MAT, which is a small, ambitious trust comprising of ourselves and 2 other similar special schools.

Our collaborative working means that we have a shared understanding of the challenges and issues that our schools face and can work together to find solutions. The schools are supported by a strong Core Team who provide dedicated support services across the Trust.

What we need

We are looking to appoint a proven, inspirational leader with the vision, knowledge and experience to support the Head Teacher in building on the school's existing good practice and to move it forward at pace.

Our ideal candidate will have demonstrable experience of working with pupils with a range of complex needs, curriculum development and delivery and the current Education Inspection Framework.

You should share our ambition for every child to achieve their full potential regardless of the complexity of their needs, in addition to having:

- a collaborative approach to being part of an ambitious and growing Trust,
- the ability to work strategically as part of the Senior Leadership Team,
- the drive to lead/support the future development of the school,
- the skills to motivate and inspire by being a visible leader,
- the ability to support the delivery of a diverse curriculum which meets the needs of all pupils,
- an outward facing approach in order to build and develop relationships and partnership working,
- excellent communication skills, emotional intelligence, resilience and a positive attitude.

What we offer

- the opportunity to make a difference,
- enthusiastic, friendly and engaged pupils who are keen to learn,
- a supportive community of families and external partners,
- a friendly and inclusive working environment,
- talented, dedicated and hardworking colleagues and SLT team,
- support from the Executive Leadership and other senior leaders,
- comprehensive induction and probation support.

Reward & Benefits

We offer:

- A competitive salary
- Access to the Teacher Pension Scheme & significant employer contribution
- Excellent training and development opportunities, including full access to the National College courses and webinars
- Enhanced Employee Assistance Programme (including GP helpline, financial & legal advice line and carer support for employee and household members)
- Well-being app & staff discounts
- Occupational Health Service
- Family friendly and Employee Health & Well-being policies
- Childcare Voucher Scheme
- Free parking

Key Dates

Closing Date: **Monday 28th April 2025 @ 9.00am**

Shortlisting: **Week com 28th April 2025***

Interview Date: **Wednesday 7th May 2025***

Anticipated start date: **1st September 2025**

*Provisional dates—subject to change.

Informal Contact

Potential candidates are encouraged to visit the school. For a confidential discussion about the role, please contact **Vikki King, Head Teacher** on **01789 266845** or king.v@welearn365.com

To arrange a visit please contact the school office on **01789 266845** or email admin7044@welearn365.com

Safer Recruitment

Unity MAT is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. We follow robust safer recruitment processes, including online searches, during all recruitment. Please see application pack for further details

This post is exempt from the Rehabilitation of Offenders Act 1974 and is eligible for an enhanced DBS check including a Children's Barring List Check.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Equal Opportunities

We are an equal opportunities employer and welcome applications from candidates of all ages, backgrounds and those with disabilities.

Application Forms

Applications must be made using an official application form or via the TES on-line application service. CVs will not be accepted.

Application forms must be sent by email to joinus@unitymat.co.uk before the closing date detailed above.

We reserve the right to close the recruitment early if a large volume of suitable applications are received.

Further information

Application packs including Job Description, Person Specification, Guidance for Applicants and Application Form can be obtained from

<https://www.unitymat.co.uk/join-us-vacancies> or <https://www.welcombe-hills.co.uk/current-vacancies/>