

Deputy Headteacher Inclusion



UNIVERSITY
Collegiate School



QUEST TRUST
Supporting Young People from
Early Years to Employment

Join the UCS and Make a Lasting Impact

Are you a passionate and visionary leader who believes in the power of inclusion to transform lives? We are seeking an inspiring Deputy Headteacher – Inclusion to join our dynamic senior leadership team. This is a unique opportunity to lead inclusion strategies across our diverse school, championing every student's right to access a high-quality education tailored to their needs.

We are committed to nurturing young minds on their lifelong quest for knowledge, character, and service. If you are ready to lead with compassion, innovation, and unwavering dedication, we want to hear from you.

About the Role:

As Deputy Headteacher (non-class based) – Inclusion, you will play a pivotal role in shaping and driving our inclusive education. You will:

- Lead the development and delivery of inclusive strategies ensuring all pupils, including those with SEND and vulnerabilities, have equitable access to learning and thrive.
- Champion a culture of high expectations and positive behaviour that aligns with our Trust's values.
- Oversee attendance initiatives, behaviour policies, and safeguarding practises, ensuring a safe, supportive environment for all.
- Collaborate closely with parents, carers, multi-agency professionals, and school teams to provide tailored support and interventions.
- Act as a visible, approachable leader, fostering staff development through coaching, mentoring, and professional learning focused on inclusive teaching and adaptive practice.
- Support the Headteacher in operational leadership and deputise when required, contributing to Trust-wide initiatives and representing the school and QUEST externally.
- Lead on safeguarding as a Designated Safeguarding Lead, ensuring the highest standards of pupil welfare and protection.

This role offers the chance to make a real difference in the lives of young people by embedding inclusive practises that unlock potential and promote wellbeing.

About You: Our Ideal Candidate

- You will be an exceptional educational leader with a deep commitment to inclusion and a proven track record of driving positive change. You are:
- Passionate about ensuring all pupils, regardless of background or ability, achieve their full potential.
- Experienced in leading SEND, behaviour, attendance, and safeguarding strategies within a secondary school or multi-phase setting.
- Knowledgeable about the SEND Code of Practice, trauma-informed approaches, and alternative provision.
- Skilled at building trusting relationships with pupils, families, staff, and external partners.
- A confident communicator and collaborative leader who inspires teams and fosters a culture of professionalism and respect.
- Data literate, able to analyse pupil progress and impact to inform targeted interventions that close gaps.
- Committed to the values of professionalism, compassion, responsibility, respect, loyalty, and kindness.
- Digitally confident with a growth mindset and a drive for continuous professional development.
- Ready to embrace the challenge of working within a forward-thinking Trust that values innovation and community partnership.

What We Offer:

- Wellness Day - An additional day leave for you to spend time on your own wellness. A day to rest and recuperate, bringing your best selves back to work
- Family Friendly Policies
- Comprehensive CPD opportunities
- Pension scheme
- The opportunity to lead within a supportive and ambitious Trust committed to your professional growth
- A culture that values wellbeing, collaboration, and shared success
- Access to ongoing leadership development and coaching opportunities
- The satisfaction of making a tangible difference to pupils' lives and futures
- See employee benefits brochure for further details

About QUEST Academy Trust

Established in 2014, QUEST Academy Trust is a flourishing educational family comprising five “Good” schools, including four primary schools, nurseries with wraparound care, and the University Collegiate School (UCS) in Bolton, offering secondary and sixth form education. Together, we educate over 1700 children and young people, each school proud of its individual legacy and community focus.

Our vision is clear: to prepare all our children and young people to learn for life by equipping them with the skills, experiences, and high-quality education they need to thrive now and in the future. Rooted in strong Christian values, our mission is to support young people from Early Years to Employment, fostering a culture that is professional, compassionate, responsible, respectful, loyal, and kind.

We are driven by strategic priorities that include uniting our Trust under strong governance, delivering curricula that meet the needs and aspirations of all pupils, investing in our people and facilities, and building lasting partnerships to support sustainable growth.

Application Details

Salary: Leadership Pay Range L10 – L16

Closing Date: Friday 6th February 2026, 9.00am

Interview Date: Friday 13th February 2026

Start date: April 2026

We warmly welcome visits to learn more about this exciting opportunity.

Please contact Mr. Ian Barry (Headteacher) i.barry@quest-trust.org.uk / 01204 928700 arrange a visit and learn more about this exciting opportunity.

How to Apply

Please submit your application demonstrating your commitment and suitability to lead inclusion across key stages, develop inclusive practises, improve attendance and behaviour, and uphold our safeguarding standards.

QUEST Academy Trust is an equal opportunities employer and values diversity. We strongly encourage applications from all qualified candidates.

Join QUEST Academy Trust and be part of a team dedicated to excellence, equity, and lifelong learning. Together, let's inspire the next generation to achieve their full potential.