



**Middleton
Technology School**



**Great Academies
Education Trust**

CANDIDATE PACK

Deputy Headteacher – Prime area of responsibility - Inclusion



WELCOME FROM THE HEADTEACHER

Our motto is straightforward: “In pursuit of excellence”. We strive every day to meet this challenge of excellence and encourage all of our students to do the same, even though we know that this may test their resilience at times.

Why?

Because our school vision is for every student, regardless of background or circumstance, to leave our school, work and college ready.

We place a high priority on ensuring that all students achieve the best academic grades they can; supported by a strong culture of high standards and expectations, whilst also ensuring that they have the skills they need to succeed in the world of work.

Will they be alone in this?

No! We pride ourselves on ensuring that we have ‘someone for everyone’. From the form tutor, to the subject teachers, to the extensive Inclusion Team, to our partnership with parents and external agencies, we will work hard to make sure that every child is supported.

We are proud to be a strong, happy and caring school community in which students and staff can flourish.

With all best wishes

Janine Kellett
Headteacher



Deputy Headteacher – Inclusion

Salary: Within the range L18 - L22

Responsible to: Principal

Responsible for: Inclusion

Location: Kenyon Lane, Middleton, M24 2GT

Start Date: September 2025 or earlier should the preferred candidate be able to start any time from Easter 2025.

This is a fantastic opportunity to join an ambitious school and work for a multi academy trust with a recent strong track record of school improvement.

Ideally, our Deputy Headteachers will hold aspirations to become headteachers and we seek candidates with a broad range of knowledge, skills and experience. The prime area of focus for this post is to lead on inclusion in every respect. However, we work as a team and over time we would support the successful candidate to experience a strong preparation for headship.

JOB DESCRIPTION

The Deputy Headteacher i/c Inclusion is responsible for leading and managing the school's inclusion strategy, ensuring that all students, regardless of their background or abilities, have access to high-quality education and support.

Namely, a Deputy Headteacher should:

- Support the headteacher to establish and sustain the school's ethos and strategic direction in partnership with the trust and those responsible for governance, through consultation with the school community.
- Aid the Headteacher in creating a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly, and inclusive environment.
- Ensure a culture of high staff professionalism.
- Establish and sustain high expectations of behaviour for all pupils, built upon curriculum, relationships, rules, and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- Implement and lead consistent, fair, and respectful approaches to managing behaviour.

Key Responsibilities of the role:

1. Strategic Leadership:

- Develop and implement the school's inclusion policy, ensuring it aligns with the Ofsted framework and the Equality Act 2010.
- Have a strategic oversight of inclusion, safeguarding, behaviour, attendance, and student well-being.
- Ensure that the school's systems provide an orderly and safe environment conducive to learning.

2. Inclusion and SEN:

- Have an oversight of the provision for students with Special Educational Needs (SEN), ensuring that their needs are met through tailored support and interventions.

3. Safeguarding:

- Have an oversight that all safeguarding policies and procedures are up to date and effectively implemented.

4. Staff Development:

- Lead and manage the inclusion team, providing guidance, support, and professional development opportunities.
- Foster a culture of continuous improvement and high expectations among staff.

5. Parental and Community Engagement:

- Engage with parents and carers, building positive relationships and setting high expectations in relation to behaviour.
- Build strong links with external agencies and the wider community to support the school's inclusion agenda.

6. Monitoring and Evaluation:

- Use data and evidence to monitor the effectiveness of inclusion strategies and interventions.
- Report regularly to the Headteacher and Governors on the progress and impact of inclusion initiatives.

7. Responsibility of senior leadership

- Teach and model effective, inspiring pedagogy.
- Collectively, visibly, and professionally lead and model the culture and ethos of the school, respecting and valuing everyone, communicating, engaging, and inspiring staff and pupils.
- Contribute actively and proactively to the wider experience of pupils.
- Undertake duties including leadership of a duty team, supervision, on-call, some emergency cover as part of the whole-staff rota.
- Contribute proactively to the marketing of the school and school liaison via social media.
- To carry out any other duties that may reasonably be required by the Headteacher commensurate with the responsibilities of the post.

PERSON SPECIFICATION

Deputy Headteacher - Inclusion			
		Essential	Desirable
Qualifications	Degree and QTS	✓	
	Evidence of further professional development, e.g. NPQML or NPQSL		✓
Experience	Proven track record of raising achievement through high quality teaching	✓	
	Proven track record of managing student behaviour and improving attitudes to learning	✓	
	Proven track record of improving the practice of other teachers	✓	
	Delivering training for teachers	✓	
	Proven track record of leadership that delivers improved outcomes for students	✓	
	Successfully led and sustained whole school improvement	✓	
Skills & Abilities	Excellent written and oral communication skills and confident public presenter	✓	
	Ability to inspire and lead staff	✓	
	Ability to lead and work collaboratively	✓	
	Ability to inspire and motivate students	✓	
	Ability to hold others to account	✓	
	Excellent interpersonal and organisational skills	✓	
	Ability to use ICT effectively for teaching and management	✓	
	Ability to analyse data and make informed judgements	✓	

Other Attributes	Clear vision and moral purpose	✓	
	Optimistic, enthusiastic and generous of spirit	✓	
	Commitment to the protection and safeguarding of children and young people	✓	
	Comply with all relevant Academy policies and procedures, including those relating to Health and Safety, Safeguarding Policies and Procedures and attend any training	✓	
	Resilience	✓	
	Good judgement	✓	
	Highly credible and lead by example	✓	
	Reflective practitioner	✓	
	Ambitious and committed to own professional development	✓	
	A sense of proportion and humour	✓	
	The ability to converse at ease with parents, pupils and members of the public and other stakeholders	✓	
	The capacity to deputise for the Head teacher	✓	
	Have high standards of punctuality, attendance and personal presentation	✓	
	The ability to prioritise own time, work under pressure and to deadlines with a sense of balance and perspective and see work through to completion.	✓	

Great Academies Education Trust is committed to safeguarding and protecting the welfare of children as its number one priority. This commitment to robust recruitment, selection and induction procedures includes an enhanced DBS disclosure.

HOW TO APPLY

Applicants must have relevant qualifications and experience, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.

Please do not send CVs.

You can apply by completing the TES Application form and submit a supporting statement outlining how your experience, skills and knowledge make to a suitable candidate for the role.

Applications must be submitted by:

Friday 28th February 2025 at midday

Interviews will take place:

There will be a two-stage interview process on 5th and 6th March 2025. Those successful on day one will be invited back for day two.



**Middleton
Technology School**



**Great Academies
Education Trust**

Middleton Technology School
Kenyon Lane, Middleton, Manchester, M24 2GT

middtech.greatacademies.co.uk

Tel: 0161 643 5116

f /middtechsch @Middtech_sch