



Woodend Farm school

Kindness comes in many forms

JOB DESCRIPTION

DEPUTY HEADTEACHER

Location: Woodend Farm School

Contract: Full-time, Permanent

Salary: £55–£60k gross per annum (depending on experience)

Reports to: Executive Headteacher

Responsible for: Teaching and Support Staff

CLOSING DATE: 8TH NOVEMBER 2026

INTERVIEW DATE: THURSDAY 19TH NOVEMBER

Mission Statement – Woodend Farm School

At Woodend Farm School, we deliver a quality-first education that is emotionally intelligent, flexible, and responsive to the unique profiles of our learners—including those with PDA. We believe education should be a low-demand, high-trust journey where pupils feel safe, respected, and in control of their learning experience.

Our mission is to create a nurturing environment where disguised learning, negotiated tasks, and autonomy-supportive strategies empower every young person to engage on their own terms. Through strong, attuned relationships and a deep understanding of individual needs, we unlock potential, nurture aspirations, and support pupils to become confident, compassionate, and resilient individuals ready to shape their own futures.

Vision Statement – Woodend Farm School

Our curriculum is designed and delivered with a sensory approach and value based education that embeds essential skills and knowledge, whilst widening each pupils window of social and emotional tolerance. We broaden horizons by exposing pupils to new learning and experiences that enables them to have a view and a voice. We want our pupils to be aspirational, be the best they can be, be supportive of each other and be proud for who they are! Our vision for our pupils is that they grow from survivors to strivers, to thrivers, enabling them to become participants fully engaged in our community, society and British culture.

Main Purpose of the Role

The Deputy Headteacher will play a key leadership role ensuring the successful implementation of the curriculum and the highest standards of teaching, learning, and relational practice.

They will:

- Lead the **implementation, monitoring, and continual improvement** of the curriculum.
- Ensure high-quality teaching and learning across all subjects.
- Monitor and evaluate the **impact** of curriculum delivery on pupil progress and outcomes.
- Support the Executive Headteacher in embedding systems, culture, and expectations across the school.
- Champion inclusive, therapeutic, and autonomy-supportive practice for autistic learners and those with PDA profiles.
- Model outstanding teaching and relational practice, with a 50% teaching commitment.
- Contribute to the ongoing development of a small but growing provision, requiring flexibility, initiative, and a hands-on leadership approach.

Key Responsibilities

Curriculum Implementation & Impact

- Embed the agreed curriculum across all subjects with consistency and fidelity.
- Lead on curriculum development and refinement as the provision grows.
- Monitor teaching quality and curriculum coverage through observations, learning walks, and data analysis.
- Oversee assessment processes, ensuring they are meaningful, low-demand, and used effectively to support progress.
- Provide coaching, mentoring, and modelling to improve staff practice.
- Report on curriculum impact and contribute to strategic improvement planning.

School Culture, Behaviour & Ethos

- Help establish and maintain a positive, inclusive, low-arousal culture.
- Model PACE, Thrive, and positive relational language.
- Support staff in implementing consistent, trauma-informed behaviour strategies.
- Ensure learning environments are calm, uncluttered, and sensory-aware.
- Promote autonomy-supportive approaches that reduce perceived demands and increase engagement.

Leadership & Management

- Line manage teaching staff, supporting professional growth, wellbeing, and reflective practice.
- Contribute to school improvement planning, self-evaluation, and quality assurance.

- Support safeguarding, risk management, and health & safety systems.
- Play a key role in recruitment and HR processes across the school.
- Support the organisation of educational visits, including risk assessments.
- Contribute to performance management and staff development.
- Work collaboratively with the leadership team to ensure consistency across both sites.

Person Specification

Qualifications

- Qualified Teacher Status (QTS) and degree (essential).
- Evidence of leadership development (desirable).
- Thrive practitioner status or willingness to undertake training (desirable).

Experience

- Leadership experience in a specialist setting.
- Proven success in implementing and monitoring curriculum impact.
- Experience working with autistic learners and PDA profiles.
- Strong understanding of SEMH, therapeutic approaches, and low-demand practice.
- Experience delivering the specialist SEN curriculum.

Skills & Knowledge

- Deep knowledge of autism, PDA, and trauma-informed strategies.
- Ability to inspire, lead, and embed curriculum implementation.
- Excellent communication and interpersonal skills.
- Strong organisational skills and ability to meet deadlines.
- Understanding of Thrive, sensory regulation, and therapeutic practice.
- Ability to support families and carers of children with complex needs.
- Strong academic skills to support teaching across the curriculum.
- Understanding of independent special schools, SEND legislation, and Ofsted requirements.

Personal Qualities

- Child-centred, values-driven leader.
- Resilient, adaptable, and able to thrive in a small, evolving provision.
- Reflective practitioner committed to professional growth.

- Creative, flexible, and able to lead with initiative and independence.
- Demonstrates Woodend Farm values: **Kindness, Belonging, Believing, Achieving.**

Benefits

- Bespoke training packages
- Company pension
- Free on-site parking
- Company laptop
- Private medical insurance after 1 year
- Uniform provided
- Option for free lunches
- Wellbeing and gym sessions