**Job Description**

At Hillingdon Manor Secondary School, we provide specialist education for c185 pupils, aged between 11-19 years old and we are looking for a Deputy Head Teacher to join our team, in return we are offering a salary range of up to £70,000 per annum, depending on experience. Located across two sites, we deploy a wide range of teaching strategies to engage and develop the progress of learners, who present with a range of learning difficulties and styles. Our students are taught in smaller class sizes, and we have three specialist curriculum pathways offers. We are in close commuting distance of Hayes and Harlington train station, West Drayton train station (cross rail access) and Uxbridge Underground station, all within 10-minute travel via London transport bus routes directly outside of the school. Additionally, we are less that 10 minutes from the M4 and M40 motorway links with parking available onsite.

**Job Summary & Duties:**

As Deputy Head Teacher for the Secondary School, you will be responsible for oversight of Quality of Education, Behaviour and Attitudes and Personal Development. You will have direct line management for our Assistant Head Teachers and oversight management of the education staff team.

You will work alongside the two other Deputy Head Teachers cohesively and support the Head Teacher to maintain a high standard of Quality of Education, Behaviour Approaches and compliance in line with the Independent School Standards.

Offered on a permanent basis, this role would suit a proactive individual with senior leadership experience to date. Ideally, with SEN experience, however we welcome candidates from other sectors who have a keen interest to transfer their existing skills into the SEN Independent Sector. The successful candidate will need to demonstrate an understanding and acceptance of our Trauma Informed Approaches to supporting Positive Behaviour Management. In-depth training from Lead Clinicians will be provided to support upskilling of knowledge on the job.

In return our benefits include:

* 4 Day Working Week (100% output & salary across 80% time, in line with school’s local 4DWW policy)
* Generous retention bonuses and enhanced pay scales
* Attractive holiday entitlement
* Automatic pension scheme enrolment
* Discounted retail vouchers
* Access to an Employee Assistance Programme
* The chance to earn additional payments through our Refer a Friend scheme

·**Key Skills Required:**

* Experience as Designated Safeguarding Lead
* Qualified Teacher Status (QTS/QTLS) with NPQ accreditation or willingness to work towards an NPQ course within 12 months of employment start date
* Strong adaptable communication style
* Flexible working approaches
* Adaptable self-management skills of own workload
* Experience in managing an education staff team at senior leadership level
* Ability to work to deadlines consistently
* Relevant teaching qualification and experience of OFSTED inspections
* Knowledge of Autism, Specialist Curriculums, SEND Code of Practice, Independent School Standards, Education Inspection Framework and Safeguarding Legislation

If you are looking for a role as a Deputy Head Teacher, please apply immediately. In return, we are offering a salary of up to £70,000, depending on experience.

***Although Outcomes First Group salaries are in-line with the National Teachers Pay Scale, Terms & Conditions of this position are specific to Outcomes First Group***

Hillingdon Manor School is part of Outcomes First Group, the largest independent provider of high-quality foster care and special needs education and care. We are a vital part of local communities in England, Scotland, Wales and Northern Ireland with a renowned reputation for quality and positive outcomes for the people we care for.

Our specialist care, education and therapeutic services support children and young adults with complex needs and learning disabilities including autism and social, emotional and mental health difficulties (SEMH). Our approach increases the likelihood of positive outcomes by creating an established platform for each pupil, foster child and resident to develop both personally and academically, preparing them for their transition to adulthood.

**Please note, we reserve the right to close the vacancy early should we receive a significant number of suitable applications**.

Outcomes First Group is committed to safeguarding and promoting the welfare of everyone in our care and therefore this post is subject to an enhanced DBS check where suitable references will be sought prior to your employment start date.

Job Types: Full-time, Permanent

Salary: up to £70,000