

Deputy Headteacher (Pastoral, Standards & School Improvement)

Aylesford School

Job Purpose

The Deputy Headteacher will be a key strategic partner to the Headteacher, providing outstanding leadership across the school with a particular focus on pastoral excellence, safeguarding, inclusion, behaviour and whole-school standards.

This role is pivotal in securing continued school improvement by ensuring that all students achieve highly, feel safe, and are supported to thrive both academically and personally. The postholder will act as the Designated Safeguarding Lead (DSL) and will champion a culture of high expectations, strong relationships and inclusive practice.

Key Responsibilities

Strategic Leadership & School Improvement

- Work closely with the Headteacher to shape and deliver the school's vision, ethos and strategic priorities
 - Lead and contribute to whole-school self-evaluation and improvement planning
 - Provide strategic leadership for pastoral care, safeguarding and personal development across the school.
 - Drive improvements in achievement and outcomes at KS4
 - Use data intelligently to identify priorities, monitor impact and secure rapid improvement
 - Support the development of high-quality teaching and learning through evaluation and challenge
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Pastoral Leadership & Culture

- Provide strategic leadership for pastoral care, safeguarding and personal development across the school.
- Provide strategic leadership of the pastoral system, ensuring it is cohesive, effective and impactful
- Establish and sustain a positive behaviour culture where students take pride in their conduct and learning
- Lead on behaviour, attitudes, rewards and sanctions, ensuring consistency across the school
- Promote the school's ethos, including character development and student leadership
- Act as a visible, approachable and values-driven leader for students and staff

Safeguarding & Student Welfare

- Act as the school's Designated Safeguarding Lead (DSL), ensuring full compliance with statutory guidance
- Embed a strong safeguarding culture where student welfare is paramount
- Lead safeguarding training, systems and procedures across the school
- Work closely with external agencies to support vulnerable students and families
- Oversee attendance, wellbeing and early intervention strategies

Personal Development

- Lead the strategic development of the school's personal development curriculum.
- Oversee PSHE, Relationships and Sex Education (RSE), wellbeing and enrichment provision.
- Promote student leadership, character education and wider opportunities.
- Ensure students are prepared effectively for life in modern Britain.
- Develop initiatives that support student voice, resilience and wellbeing.

Inclusion & Vulnerable Learners

- Lead on all aspects of inclusion, including line management of the SENCo and Pupil Premium provision
- Ensure high-quality provision for SEND, disadvantaged and vulnerable students
- Monitor and improve outcomes for key groups, closing attainment gaps
- Oversee alternative provision and ensure it is used effectively and appropriately

Attendance & Standards

- Develop and implement strategies to secure excellent attendance across all year groups
- Ensure robust systems for monitoring and improving persistent absence
- Maintain high standards of uniform, punctuality and readiness to learn
- Work with families and external agencies to remove barriers to attendance

Academic Monitoring & Intervention

- Track student progress, particularly at Key Stage 4, and implement targeted interventions
- Monitor the impact of revision programmes and intervention strategies

- Ensure alignment between academic and pastoral systems to maximise student success
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Self-Evaluation & Stakeholder Engagement

- Lead systems for gathering and analysing student, staff and parent voice
 - Use feedback to inform improvement planning and strengthen school practice
 - Build strong relationships with parents/carers to support student success
 - Report to governors and contribute to accountability processes
 - Ensure the website and other social media platforms are up to date
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Leadership & Management

- Line manage and develop middle and senior leaders, including conducting appraisals
 - Contribute to a culture of professional growth, collaboration and accountability
 - Support staff wellbeing while maintaining high expectations
 - Work collaboratively across any wider trust or partnership arrangements
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Person Specification

We are seeking an exceptional leader who combines strategic vision with a deep commitment to student welfare, inclusion and academic success.

Essential Criteria

Qualifications

- Qualified Teacher Status (QTS)
 - Degree or equivalent qualification
 - Evidence of sustained and relevant continued professional development
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Experience

- Significant and successful senior leadership experience in a secondary school
 - Proven experience of leading safeguarding and/or pastoral systems
 - Experience of managing staff and leading high-performing teams
 - Demonstrable track record of successful school improvement and raising standards
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Knowledge and Understanding

- Excellent knowledge of statutory safeguarding legislation and guidance
 - Strong understanding of effective behaviour, attendance and inclusion strategies
 - Secure knowledge of Ofsted expectations, particularly in relation to safeguarding, behaviour and personal development
 - Deep understanding of effective pastoral systems and student support structures
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Skills and Personal Qualities

- Outstanding leadership and organisational skills, with the ability to prioritise and deliver impact
 - Excellent communication and interpersonal skills, with the ability to influence and inspire
 - Proven ability to build positive, professional relationships with students, staff, families and external agencies
 - High levels of resilience, integrity and professionalism
 - A strong commitment to inclusive education, equality of opportunity and high expectations for all students
 - A visible, values-driven leader who leads by example and maintains high standards
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Desirable Criteria

- National Professional Qualification for Senior Leadership (NPQSL) or Headship (NPQH)
 - Experience of working as a Designated Safeguarding Lead (DSL)
 - Experience of leading whole-school personal development or pastoral initiatives
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Why Join Aylesford School?

At Aylesford School, we are committed to ensuring every student achieves success both academically and personally. We pride ourselves on our:

- **Supportive and ambitious culture**
- Strong focus on **character, respect and resilience**
- Commitment to **staff development and wellbeing**
- Clear drive for **continuous improvement and excellence**

This is an exciting opportunity to play a central role in shaping the future of the school and making a lasting difference to the lives of young people.

Safeguarding Statement

Aylesford School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to an enhanced DBS check, satisfactory references and safer recruitment procedures.

Application Process

Visits to the school are warmly welcomed.

To apply, please complete the application form and submit a **supporting statement** outlining your suitability for the role and the impact you have had in previous leadership positions.