



JOB TITLE:

Deputy Headteacher, SENCO, DDSL

Monday-Friday 8.45am-5.15pm Term Time (42 weeks per year)

Contract Type: Temporary to Permanent (Temp-to-Perm)

Reports To:	Headteacher	Location:	Welling
		Version	1.0
		REF	ADORVDH

This role will suit an experienced and committed education professional who is passionate about supporting children and young people with SEND and who has experience of leading, managing and developing others within an education setting.

As Deputy Headteacher, the successful candidate will play a key role in the day-to-day leadership of the school, with responsibility for managing and supporting the teaching team, providing clear direction, maintaining high professional standards and contributing to the continued development of teaching and learning across the provision.

Alongside their SENCO responsibilities, they will be an enthusiastic and visible leader who values learning beyond the traditional classroom and enjoys spending time outdoors. They will be comfortable actively participating in our outdoor and nature-based provision and recognise the positive impact that practical, experiential learning can have on engagement, wellbeing and educational outcomes for children and young people with additional needs.

We are looking for someone who can combine strong educational leadership and SEND expertise with a genuine enthusiasm for our outdoor ethos; someone who can lead and develop others while remaining actively involved with pupils, colleagues and the wider school environment.

About us:

ADO River Valley is a small, Ofsted-rated Good independent special school providing education for up to 24 young people aged 14–19 (KS4/KS5) with a range of special educational needs, including Social, Emotional and Mental Health (SEMH) needs.

Part of ADO Services C.I.C., our approach combines academic learning with therapeutic and outdoor education. We believe that success extends beyond grades and qualifications, supporting our young people to develop confidence, independence, life skills and the foundations needed for a meaningful and fulfilling adulthood.

Based within 6.4 acres of woodland and a unique animal-based natural environment, the outdoors is central to our ethos and the way we work. We use nature, animals, practical experiences and learning beyond the traditional classroom to engage young people and create opportunities for achievement in ways that recognise their individual strengths and needs.

We are supported by a committed and innovative staff team who share a solution-focused approach to providing high-quality, individualised education and support for our young people.

We are looking for a Deputy Headteacher SENCO DDSL who meets all the following criteria:

Essential:

- Qualified Teacher Status (QTLS) or a relevant qualification at Level 6 or above within education, teaching, SEND, leadership or a related discipline.
- Experience working as a SENCO and/or holding significant responsibility for leading SEND provision within an educational setting.
- Proven experience of leading, managing and developing teaching or education staff, including providing professional direction, support, constructive challenge and accountability.
- Experience of line management, supervision and performance management, with the ability to support colleagues to develop their practice and maintain high professional standards.
- Demonstrable experience of contributing to educational leadership and school/service improvement.
- Ability to provide confident and visible leadership, make effective decisions and deputise for the Headteacher when required.
- Strong understanding of high-quality teaching and learning, with experience of monitoring educational practice, pupil progress and outcomes.
- Thorough and current understanding of the SEND Code of Practice, relevant education legislation and statutory responsibilities within a SEND setting.
- Experience coordinating and leading Annual Reviews and producing high-quality statutory documentation.
- Experience reviewing EHCPs, monitoring outcomes and ensuring identified provision is effectively implemented.
- Experience developing, implementing, monitoring and reviewing Individual Learning Plans (ILPs) and appropriate educational interventions.
- Experience reviewing Local Authority consultations, EHCPs and professional reports to consider whether identified needs can be appropriately met within a provision.

Please note that this is not an exhaustive list. Further information and full job description will be shared once you begin the application process.

Applying:

To request a full job description and further details please email CV and covering letter to: HR@adoservices.co.uk

ADO is committed to promoting equality, diversity and inclusion within our workforce, and we particularly welcome applications from individuals from groups that are currently underrepresented within our organisation.

Summary

Monday-Friday 8.45am-5.15pm Term Time (40 weeks per Academic year + 2 weeks within non-term time) (40 hours per week)

Contract Type: Temporary to Permanent (Temp-to-Perm)

42 working weeks per academic year (40 weeks term time plus 2 weeks during non-term time)

Pay scale: £50,000 - £56,000 per annum
Dependent on qualifications and/or experience
Full JD will be shared on application