



ARBOUR ACADEMY

Employer: Arbour Academy

Location: Canterbury Gardens, M5 5AG

Deputy Headteacher (Behaviour, Attitudes and Personal Development)

Salary: L8 – L12

Contract: Full time, permanent

Closing date: Friday 15th May, midday.

Interviews: Wednesday 20th May

Start date: September 2026

Arbour Academy is a specialist SEMH provision within the Kings Academy Trust, offering a small, nurturing school environment for young people who are unable to access mainstream education. The academy supports up to 65 learners, providing a highly personalised approach that enables pupils to re-engage with education and achieve positive outcomes.

We are committed to a trauma-informed and therapeutic approach, where strong relationships, consistency and high expectations underpin every aspect of school life. Alongside a broad and balanced curriculum, pupils benefit from a rich personal development offer, targeted pastoral support and access to therapeutic interventions, including counselling.

We are seeking passionate, reflective and resilient professionals who are committed to making a lasting difference in the lives of vulnerable young people. This is an exciting opportunity to work within a supportive and collaborative team, where staff are empowered to develop their practice and contribute to a culture focused on growth, inclusion and success for all learners.

Key responsibilities

- Provide strategic leadership for behaviour, attendance and personal development, ensuring high standards across the academy
- Create and sustain a calm, structured and nurturing environment where pupils feel safe, regulated and ready to learn
- Lead and implement trauma-informed and therapeutic approaches to support emotional regulation, engagement and positive behaviour
- Monitor and analyse behaviour, attendance and safeguarding data to identify trends and drive targeted interventions
- Lead and develop the pastoral team, ensuring a consistent and relational approach to supporting pupils with SEMH needs
- Oversee high-quality personal development, including PSHE, enrichment and pupil voice, to build confidence, resilience and life skills
- Ensure robust safeguarding systems are in place and promote a strong culture of vigilance and care
- Lead on alternative provision and multi-agency working to secure positive outcomes for vulnerable pupils

- Support and develop high-quality teaching through coaching, line management and professional development
- Contribute to the strategic leadership and day-to-day operational running of the academy

We are looking for someone who:

- Is an experienced and highly effective teacher with a strong understanding of SEMH and inclusive practice
- Has a proven track record of improving behaviour, attendance or pastoral outcomes
- Demonstrates strong leadership skills and can inspire, challenge and support staff effectively
- Is committed to trauma-informed, relational practice and can model this consistently
- Has a calm, resilient and solution-focused approach to managing complex situations
- Can work effectively with families, external agencies and a multidisciplinary team
- Is reflective, adaptable and driven to improve outcomes for vulnerable young people
- Shares the values and vision of Arbour Academy and is committed to making a lasting difference

We can offer:

- A small, nurturing school environment within the Kings Academy Trust
- A supportive and collaborative leadership team committed to staff development
- High-quality professional development and leadership opportunities
- A strong pastoral and therapeutic offer, including access to counselling and specialist support
- A values-driven culture where relationships, inclusion and staff wellbeing are prioritised
- The opportunity to play a key role in shaping provision and improving life chances for young people

How to apply

Please complete and return the attached application form along with a covering letter (maximum two sides of A4) to **office@arbouracademy.uk**

Safeguarding

Arbour Academy is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced DBS check and satisfactory references. We welcome applications from all sections of the community.