



Position: Headteacher

Salary: STPCD Leadership Points 21 - 27

School and Location: Bader Academy, Doncaster DN3 2EW

Contract type: Full-Time, Permanent

Closing date: Midnight Sunday 15th March 2026

Interview date: Monday 23 & Tuesday 24 March 2026

About our School

We are excited to be seeking a Headteacher for our amazing academy, Bader.

Bader is a special school, part of Nexus Multi Academy Trust, which opened in September 2020, providing 100 places for children and young people, aged 5-16.

All children and young people have an Education, Health and Care Plan, with a primary diagnosis of Communication and Interaction Difficulties. We support all our pupils to, 'Be Kind, Be Safe, Be Ready'

Our ambition sees Bader as a centre of excellence, for both its specialist provision and research and evidence-based practice, promoting inclusion and diversity at all levels.

All children and young people, at Bader, deserve an education that will change their lives, prepare them for the next stage of their education and, ultimately, life beyond Bader.

Many pupils are working at age-expected standards, with high prior attainment data, and all benefit from adaptive and accessible teaching and learning.

Staff employed at Bader enjoy a fulfilling career with a generous CPD and Wellbeing package.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 19 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Please see a copy of our most recent [prospectus](#) and [workforce engagement statement](#) for further information.

Our Opportunity

We are excited to be seeking a passionate, dedicated and energetic senior leader to become the new Headteacher of our amazing special school.



We are seeking an individual with strong child-centred values, resilience and a proven ability to lead the next exciting phase of Bader's journey.

Applications would be welcome from candidates in special or alternative provision schools and also those from primary or secondary mainstream schools who can demonstrate knowledge of special educational needs.

The successful person will have:

- Highly effective leadership skills and the ability to inspire and motivate other people;
- Experience of effectively leading and managing change and the ability to think strategically;
- A strong commitment to collaboration and partnership working;
- A deep understanding of how children and young people with additional needs learn and make good progress;
- A detailed understanding of how children and young people's learning can be impacted by their social and emotional needs;
- High expectations and the ambition, drive and determination for every child and young person to 'be the best they can be';
- A strong commitment to working positively and pro-actively with parents, carers and a wide range of professionals and services; and
- Excellent management and organisational skills.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- ✓ Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.
- ✓ Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- ✓ Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- ✓ Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- ✓ An Induction package to help you settle in and approach your role with confidence and enthusiasm
- ✓ The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- ✓ Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects
- ✓ Flexible working policies
- ✓ Cycle to Work Scheme
- ✓ Annual leave increases based on length of service plus bank holidays for support staff

To apply

If you're interested in this role and wish to apply, please visit the Nexus MAT website to download an application form. You'll find it under the *Joining Us – Careers* section, where the position is listed

All candidates are advised to refer to the job profile before making an application.

Completed applications to be sent to hr@nexusmat.org



In line with safer recruitment practices and Keeping Children Safe in Education (KCSIE), curriculum vitae (CV's) will only be accepted alongside a full application form

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

Candidates are strongly encouraged to visit Bader to see the school at work. For an informal conversation about the vacancy and arranging a suitable time and date to visit Bader Academy, please contact Lisa Suter at lsuter@nexusmat.org.

Further information can be found on our school website [Bader Academy – Website](#)

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.