



Position: Assistant Headteacher (Quality Assurance, Teaching and Pedagogy)

Hours and Salary: 32.5 hours / Leadership Range 6-10

School and Location: Bents Green School, working across all school sites

Contract type: Permanent

Closing date: Thursday 15th October

Shortlisting date: Friday 16th October

Interview date: Thursday 22nd and Friday 23rd October

Start date: January 2027, or as soon as possible

About our School

Bents Green School is a vibrant and joyful place to work, a community where no two days are ever the same and every moment matters. Our students, each with their own strengths, personalities and complex needs, bring a sense of purpose and delight to the school that is impossible to replicate anywhere else. The role will present challenges, but working here is profoundly rewarding; every breakthrough and moment of connection reminds us why we do what we do.

Our aim is to develop the knowledge, skills and cultural capital our learners need to contribute meaningfully to society, while creating a strong sense of belonging, resilience and joy in learning. We offer high-quality, creative and personalised learning experiences that promote curiosity, wonder and acceptance.

Our practice is rooted in strong, trusting relationships and a trauma-informed approach that recognises the individuality of every learner. Staff support one another, celebrate each other's successes, and face difficulties as a team. It is a place where compassion and high expectations sit side by side, and where leaders are visible, hands-on and deeply connected to the life of the school.

Bents Green is a wonderful place to work and to lead. We are a school full of heart, ambition and possibility.

Why Join Bents Green?

This is a unique opportunity to:

- Become a child's champion, advocating fiercely for inclusion, dignity and opportunity

- Make a genuine difference to the lives of amazing children and young people
- Create memories that will last, through meaningful relationships and shared successes
- Help change perceptions and attitudes around special educational needs and neurodiversity
- Work within a compassionate, reflective and ambitious leadership team
- Develop your leadership practice in a school that values innovation, collaboration and professional growth

We are looking for a values-led leader who is passionate about inclusion, relationships and educational excellence; who can combine warmth with clear boundaries and consistency; and who believes that reflective teamwork and high-quality teaching can enable every child to be seen, heard, celebrated and successful.

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 23 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

Assistant Headteacher (Quality Assurance, Teaching and Pedagogy)

This is a rare and rewarding opportunity to join Bents Green School as an Assistant Headteacher with strategic responsibility for developing and assuring the quality of teaching, learning and pedagogy across all school sites. The successful candidate will work collaboratively with leaders and staff to drive continuous improvement, ensuring that every learner benefits from consistently high-quality, personalised and student-centred practice.

Quality assurance across all sites

- Design and lead a clear, supportive and proportionate quality assurance framework across all Bents Green sites.
- Coordinate lesson observations, learning walks, work scrutiny, student voice and other quality assurance activity.
- Evaluate the quality and impact of teaching using a broad range of evidence, identifying strengths and priorities for improvement.
- Ensure quality assurance is developmental, transparent and firmly connected to school improvement priorities.

Quality of teaching and learning

- Set and communicate high expectations for consistently strong teaching and learning across the school.
- Provide constructive feedback, coaching and follow-up support that helps colleagues strengthen practice.
- Use findings from quality assurance activity to inform action planning, professional development and leadership decisions.
- Celebrate and share effective practice across sites, building collective responsibility for improvement.

Pedagogy and professional development

- Lead the development of evidence-informed pedagogy that is appropriate for learners with special educational needs and complex profiles.
- Model effective classroom practice and support colleagues to translate professional learning into everyday teaching.
- Plan and deliver high-quality continuing professional development, coaching and collaborative reflection.
- Promote curiosity, professional dialogue and a culture in which staff learn with and from one another.

Student-centred and trauma-informed practice

- Ensure teaching is personalised, communication-rich and centred on each student's strengths, needs, aspirations and voice.
- Champion trauma-informed practice, recognising that safety, trust, connection and regulation are essential foundations for learning.
- Maintain compassion alongside high expectations, with clear professional boundaries and a consistent approach.
- Evaluate the impact of teaching on students' engagement, progress, independence, wellbeing and preparation for adulthood.

Leadership, consistency and teamwork

Work closely with senior and middle leaders to secure a coherent approach to teaching, learning and quality assurance across all sites.

Build trust through visible, hands-on leadership, honest professional dialogue and respectful challenge.

- Support teams to implement agreed approaches consistently while responding thoughtfully to individual student needs.
- Use quality assurance information ethically and intelligently to drive improvement rather than create unnecessary workload.
- Contribute to strategic planning, policy development, self-evaluation and whole-school improvement.
- Be a values-led, student-centred leader who strengthens teamwork and keeps better outcomes for children and young people at the heart of every decision.

SENCO

- Leading and managing effective SEND provision across the setting.

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. Once on the Nexus MAT website, select the *Joining Us – Careers* section, click on the position you wish to apply for, and the application can be found at the bottom of the page.

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

Completed applications to be sent to bents.recruitment@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

For an informal and confidential conversation about the role, please contact El Drayson, Head of School, at bents.recruitment@nexusmat.org.

Further information can be found on our school website www.bentsgreen.co.uk

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.

Privacy Notice (Job Applicants)

We are committed to protecting your personal data and handling it responsibly. The information you provide on this application form will be used solely for recruitment and selection purposes, to assess your suitability for the role, and to communicate with you about your application.



Your data will be processed in accordance with applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We will only share your information where necessary and will retain it only for as long as required for recruitment purposes.

For full details on how we collect, use, store, and protect your personal data, including your rights as a data subject, please refer to our full Privacy Notice available on our website