Position: Deputy Lead for Post 16

Hours and Salary: Full Time – M1 to UP3 plus SEN Allowance and TLR2

School and Location: Bents Green School at Enterprise Works

Contract type: Permanent

Closing date: 22 November 2026

Interview date: 2 December 2026

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 truly matters. Our students, each with their own strengths, personalities and needs, bring a deep sense of purpose, joy and meaning to our work. The connections we build, the progress we see and the milestones we celebrate make this a place that is both unique and profoundly rewarding.

Our students are enthusiastic, curious and determined learners who make meaningful progress through a curriculum carefully adapted to meet their individual needs. They achieve successes they are genuinely proud of, across academic learning, personal development and independence. Their humour, openness and desire to engage create a purposeful, positive environment where staff feel motivated and inspired every day.

Working at Bents Green can be busy and varied, and the role brings challenge as well as responsibility. However, the rewards are significant. Every breakthrough, growing confidence and moment of connection reinforces why this work matters so deeply. We are committed to helping every student thrive, celebrating progress at every level and fostering a strong sense of belonging, confidence and ambition throughout the school.

Our practice is rooted in strong, trusting relationships and a trauma-informed approach that recognises the individuality of every learner. Staff support one another, share success and face challenges together. Compassion and high expectations sit side by side, creating a culture where students and adults alike feel valued and understood. Leadership at Bents Green is visible, hands-on and closely connected to the everyday life of the school.

Bents Green School is a place full of heart, ambition and possibility — a community where staff are supported to grow, students are empowered to succeed, and everyone is united by a shared belief in what our learners can achieve.

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 as a value-led specialist provision for autistic students

We are seeking a passionate, reflective and values-driven Deputy Lead for Post 16.

This is an exciting opportunity for an experienced practitioner to combine high-quality classroom teaching with curriculum leadership, shaping meaningful pathways for our Post-16 learners while contributing to curriculum development across the school.

This role sits across Post-16 provision with a wider responsibility for curriculum coherence, quality and ambition. It is ideal for someone who is ready to influence practice beyond their own classroom, while remaining deeply connected to pupils, staff and daily school life.

Our students are autistic and have complex learning, sensory and communication needs. We believe that every student can make meaningful progress, and that successful education is rooted in strong relationships, communication, emotional wellbeing and high expectations.

What we value in our Deputy Lead

Across teaching and leadership aspects of the role, we are looking for someone who:

- Puts relationships first, modelling trust, safety and emotional attunement
- Values communication in all its forms, including AAC, visual systems, objects of reference, gesture and interaction-based approaches
- Is student-centred and trauma-informed, prioritising regulation, wellbeing and readiness to learn
- Leads with clarity, warmth and integrity, supporting others through coaching, collaboration and shared reflection
- Demonstrates curiosity, resilience and a strong commitment to improving outcomes for autistic learners
- Values teamwork and works effectively within a multidisciplinary setting

Role overview

In addition to the responsibilities of a class teacher, the Deputy Lead for Post 16 will provide leadership across Post-16 provision and contribute to curriculum development across the school. The role combines high-quality classroom practice with strategic and relational leadership, ensuring curriculum pathways are ambitious, coherent and responsive to the needs of autistic students.

In return, we offer:

- A supportive, inclusive and relational school culture
- Opportunities to develop leadership experience while remaining classroom-based
- Collaboration with experienced, reflective leaders and practitioners
- A school that values creativity, individuality, kindness and ambition
- A strong commitment to staff wellbeing, professional development and shared values

If you are an experienced teacher who believes in relationships first, communication at the heart of learning, and education that genuinely prepares young people for adult life, we would warmly welcome your application.

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 bents.recruitment@nexusmat.org

In line with safer recruitment practices and Keeping Student 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 Emma Allen (Head of School - Gleadless) 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 student 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 student 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