

DEPUTY HEADTEACHER
(Inclusion, SEND, DSL & Behaviour)
SALARY RANGE: (L10 – L14), (£64,691 - £71,330)
PERMANENT CONTRACT, STARTING: APRIL 2026

Foundry College seeks an exceptional and inspirational **Deputy Headteacher** to join our Senior Leadership Team. We are proud to be a **Therapeutic Thinking setting**, committed to a relational and compassionate approach to behaviour and well-being. Our core ethos is to **Nurture, Inspire, and Achieve**. This pivotal role will take the lead on ensuring **outstanding inclusive practice**, driving forward our provision for **Special Educational Needs and Disabilities (SEND)**, overseeing the highest standards of **safeguarding** (as the designated lead/joint designated lead), and leading the college's approach to behaviour for learning within this therapeutic framework. You will be instrumental in shaping the culture and strategic direction of the college, ensuring that every **pupil** is supported, safe, and given the opportunity to **Nurture** their skills, be **Inspired** to learn, and **Achieve** success. This is a fantastic opportunity for a dynamic leader to make a significant impact on the lives of our **pupils** and the wider school community

Key Responsibilities

The successful candidate will be responsible for:

- **Inclusion & SEND:** Developing and embedding a whole-college culture of **deeply embedded inclusion**; strategically leading and managing the **SEND provision** and Inclusion team; and overseeing the quality of teaching and intervention for **pupils** with additional needs.
- **Safeguarding (DSL):** Acting as a highly visible and effective joint **Designated Safeguarding Lead (DSL)**, ensuring all safeguarding policies and practices are robust and compliant.
- **Behaviour:** Developing, implementing, and monitoring a positive, **restorative, and consistent Behaviour Policy**, aligning with the **Therapeutic Thinking principles** and college ethos. Leading initiatives that promote excellent **pupil** conduct and positive relationships.

The ideal candidate

We are looking for a candidate who is:

- **An Experienced Leader:** Currently holding a senior leadership position (Assistant Headteacher or above) with a proven track record of impact in inclusion, SEND, and/or pastoral care.
- **A Relational Practitioner:** Experienced or deeply committed to working within a **Therapeutic Thinking approach** to behaviour and well-being.
- **A Champion of Our Ethos:** Dedicated to helping pupils **Nurture, Inspire, and Achieve**.
- **A Confident DSL:** Holds current or recent DSL training and has a deep understanding of complex safeguarding issues.

How to Apply

For an informal discussion about the role or to arrange a visit to the college, please contact:
Iain Thomas (Headteacher) on 01183341510

To apply, please download the application pack from [foundry.wokingham.sch.uk](https://www.foundry.wokingham.sch.uk) and return your completed application to recruitment@foundry.wokingham.sch.uk.

Closing Date: Monday, December 1st 2025 Interview Date: Thursday, December 11th 2025

Foundry College is fully committed to safeguarding and to promoting the welfare of children and young people.

This position requires an enhanced DBS disclosure

It takes commitment to change lives