

Deputy Head Teacher Role



Introducing Aspire...

Aspire AP School 2 works to bring hope and a future for struggling children. That means getting alongside struggling children, providing practical support in and out of school and connecting with home to bring hope and a future.

All over the UK, children are struggling in school for all kinds of reasons and many families are suffering without hope. Nationally, the latest statistics show that:

- Children living in poverty are 4 times more likely to get a permanent exclusion from school
- More than two thirds of the current prison population were excluded from school
- One in six 16-24 year old 'NEETs' (those not in Education, Employment or Training) die within ten years of falling out of the system
- 1.5 million children are entitled to free school meals in the UK

But there is hope.

It comes through the local church making a real difference in their community. Aspire 2 is passionate about bringing a practical approach that goes way beyond education and works to build strong connections between local churches, families and schools. At Aspire 2, we have a big vision to make the difference in as many children and families lives as possible. We are transforming lives for good and raising aspirations!

Job Description

Salary: £40,777-£46,142 (Full time)

Hours: 40 hrs per week

Closing Date: Wednesday 4th February 2026

Reporting to: Executive Head Teacher

Organisation and Role Context

- Aspire AP School 2 is the education arm of Ecclesia International charity with a Christian ethos. It works with young people by providing practical support in and out of school as well as connecting with home to bring hope and a future.

- Aspire is an innovative, independent school delivering tailored social and educational interventions for young people. They utilise bespoke curricula and resources,
- passionate staff and tried and tested methods of engagement to educate young people and transform their lives.
- This role blends classroom, human resource and financial skills with the value of a vibrant Christian faith to establish, deliver, lead and grow the Smethwick site.
- The Deputy Head Teacher reports to the Executive Head of Aspire AP Schools and the Governing Body who both support progress against objectives.
- The Deputy Head Teacher leads the Aspire 2 team, which may consist of a Classroom Teacher, other teaching support staff and/or volunteers. As a team, they provide education and transformation for young people.
- The Deputy Head Teacher will be part of Aspire AP Schools, which includes participation in centralised training, staff meetings, and conferences.
- This role requires flexible use of time. It is paramount that the Deputy Head is present during times that students are participating in Aspire provision which is from 8.30am-2.30pm Mon/Tues/Thurs/Fri. Planning and preparation takes place after school hours and on Wednesdays. In addition, the Deputy Head will attend graduation ceremonies, after school activities, student interviews, reviews, school or referrer meetings and any other event that would ensure excellence of service.

Job Description

- Work in partnership with the Executive Head in the planning, resourcing and delivery of sessions and programmes for the young people. This includes: PSHE Education with a Christian faith-led focus; Maths, English, Science, RE, PE, Asdan, Creative Arts and any non-accredited lessons. This may involve occasional after school activities.
- Utilise the curriculum to personalise teaching that is well matched to students' needs and abilities so that students learn and remember more, but also so that students' personal development needs are met and barriers are reduced.
- Ensure that learning is of the highest standard, meeting the independent school standards, the Education Inspection Framework and utilising best practice and current teaching methods.
- Lead Aspire AP School growth through liaison and marketing with schools and stakeholders.
- Ensure the self-evaluation and Aspire AP School 2 improvement plans are fit for purpose and drive continual improvement in a systemic way.
- Advise, encourage and support young people to engage fully in all aspects of their individual programmes including extra curricula activities.
- Be responsible for ensuring that all administration tasks such as registration records, reports, exam portfolios, moderation procedures and Ofsted standards are adhered to or completed.
- Vigilantly secure and safeguard the welfare of young people and ensure the suitability of the environment, facilities and premises in line with health and safety policy and procedures.
- Lead staff in tackling issues such as behaviour for learning, child protection and other social issues that prevent holistic development.
- Manage the resources of Aspire AP School 2, including other staff and the budget.
- Develop and maintain a strong referral base by building effective relationships with local authorities, schools, and other referring bodies, promoting Aspire AP School and ensuring student numbers are sustained at a level that supports the financial viability of the school.
- Foster and develop relationships with parents or carers and the referring organisation to encourage active involvement with the individual young person's curriculum.
- As a result of Aspire's Evaluation, strategically and systematically identify and implement appropriate training for staff.
- Be actively willing to share your personal journey to faith and your understanding of the gospel with the young people, advocating opportunities for exploring the Christian faith. This may include afterschool courses that help young people to explore the Christian faith (such as Youth Alpha), leading Assembly/ PSHE with a personal faith-led focus and being involved in other opportunities.

Additional Responsibilities

- Participate in and promote residential trips.
- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team.
- Take on additional responsibilities for tasks as your role develops.

Essential	Desirable
Qualifications	

<ul style="list-style-type: none"> Good general standard of education including as a minimum English and Mathematics GCSE at grade A*-C or equivalent. Teaching qualification, typically a PGCE, GTP or equivalent and has completed probation (or an appropriate teaching or tutor qualification or willingness to work towards one). 	<ul style="list-style-type: none"> A relevant degree or level 3 qualification (or equivalent). NPQ Qualification or willingness to undertake. First Aid qualification. Child Protection Designated Person Training. Fire Marshall/Warden certificate. Full driving licence and be willing to travel to meetings and transport young people to external activities as appropriate.
Skills & Knowledge	
<ul style="list-style-type: none"> Knowledge of the Education Inspection Framework, the Independent School Standards and the Department for Education Guidance pertaining to Alternative Provision. Know and understand good curriculum provision in an Alternative Provision. Knowledge of research-based teaching and learning pedagogy including approaches to working with pupils who have experienced trauma or with SEND. Manage a small team and be willing to undertake ongoing training. Demonstrate good communication skills: written, verbal and listening. Understand the broad range of barriers to learning that impact a young person's ability to attend mainstream. Possess proven skills and strategies for engaging young people within a classroom setting and out of hour's school provision. Can work with supporters/carers in achieving recognisable outcomes. Knowledge of the specific issues facing the school's local community and the risks that poses to vulnerable students. Can relate to people from a variety of backgrounds and put them at ease. Knowledge or skills of pastoral issues young people may face. Ability to act as a positive role model. Effective time management and ability to organise and prioritise own work load and that of team, and to keep to deadlines. Evidence of effective ICT skills. Highly effective personal leadership and ability to act as a role model for the culture of excellence and the values of Aspire. Commitment to actively pursue ongoing personal and professional development of themselves in order to enhance the contribution to Aspire AP Schools. 	<ul style="list-style-type: none"> Understand effective inclusion and pastoral work, specifically relating to improving attendance Understand the monitoring of behaviour and attendance as a way of developing strategies for improvement
Experience	
<ul style="list-style-type: none"> A minimum of two years' relevant teaching/tutoring experience. Experience of delivering lessons and learning activities in inventive and creative ways. Has had experience of working with disaffected, hard to reach young people and can demonstrate successful progress with them. Has experience and capacity in managing challenging behaviour. 	<ul style="list-style-type: none"> A minimum of one year's managerial or leadership experience within an educational establishment. Proven track record of working with young people aged 11-16 years. Positive approach to managing young people's behaviour. Delivery of alternative education programmes.

<ul style="list-style-type: none"> • Strong understanding of cultural values and norms of marginalised groups. • Ability to manage and oversee a range of complex needs. • Flexibly adapt in fast-paced environments. 	
Christian Lifestyle	
<ul style="list-style-type: none"> • Commitment to actively pursue ongoing spiritual development of themselves and colleagues within the life of a local church in order to enhance the contribution to Aspire. • Attend and participate fully in devotions, prayer meetings and staff conferences to enhance the spiritual relationships within the team. • Commitment to regularly pray for and support the growth of Aspire School through prayer. • Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities. • To be an active part of a church family. 	
Additional	
<ul style="list-style-type: none"> • Complete an enhanced DBS check prior to employment, which reveals no reason for the applicant being unsuitable to work with young people. • Provide 3 referees. At least one referee needs to represent Christian commitment and be able to comment on your faith and growth as a Christian. • References will be taken up after shortlisting. • Provide evidence of qualifications and suitability to work in the UK and appropriate qualifications. • Promote and safeguard the welfare of children and young persons. 	

For further information:

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Interviews will take place week beginning 9th February 2026