



POSITION: Deputy Head

ABOUT US

East Hall School is a unique and growing specialist SEMH school based in rural Hertfordshire, with a strong emphasis on the outdoors, relationships, connection and preparation for life beyond school.

As we develop across multiple sites, our priority is to ensure that every part of East Hall School remains rooted in the same shared ethos: creating safe, nurturing and ambitious environments where young people can reconnect with education, build confidence in themselves and others, and develop the skills they need to participate successfully in the world around them.

We are committed to providing an outstanding educational experience alongside highly individualised social and emotional support. Our curriculum is carefully planned, ambitious and responsive to the needs, interests and aspirations of each student. We recognise that academic progress is most meaningful when young people feel safe, understood and ready to learn.

Our approach is relational and child-centred. Emotional wellbeing sits at the heart of East Hall School, and we place great importance on connection — with trusted adults, peers, animals, the natural environment and, importantly, with oneself. We believe that strong relationships create the foundation from which learning, independence and personal growth can develop.

The majority of our students have an Education, Health and Care Plan (EHCP), and many have experienced significant barriers to education, including trauma, disrupted placements and periods of disengagement from school. We understand that successful education for these young people requires more than simply returning them to a classroom.

As East Hall School continues to grow, we remain committed to retaining the individualised, relational approach on which the school was founded. Our multi-site model enables us to broaden the range of opportunities available to students while maintaining the sense of community, consistency and connection that defines East Hall School.

Our aim is not simply for students to succeed at school, but to leave East Hall with the confidence, qualifications, relationships and practical skills they need to build fulfilling and successful lives.



BASIC INFORMATION

JOB TITLE	Deputy Head	DEPARTMENT	Key Stage 3 & 5
SUPERVISOR	Headteacher		

Overview of Role:

The Deputy Headteacher of Arunwood will play a pivotal leadership and teaching role within a small and growing school. The school operates a trauma-informed, relational approach, using strong pastoral systems and outdoor learning environments to support students and achieve outstanding outcomes.

This is a hands-on leadership role within a Key Stage 3 and 5 provision that is expanding. The Deputy Headteacher will combine strategic and operational leadership with a teaching commitment of approximately 50% of the timetable. The role requires a confident and adaptable leader, who is compassionate and open to different approaches to education.

KEY RESPONSIBILITIES:

1. Strategic & Operational Leadership

- Support the Headteacher in the strategic leadership and development of the school.
- Take responsibility for the effective day-to-day management of the school when required.
- Act as the Headteacher in their absence, ensuring continuity of leadership, safeguarding, and operations.
- Contribute to whole-school self-evaluation, improvement planning, and quality assurance.
- Uphold and model the school's vision, values, and SEMH ethos.

2. Teaching & Learning (50% Timetable)

- Teach across the school in line with a 50% teaching commitment.
- Deliver high-quality lessons to students with SEMH needs.
- Model excellent classroom practice and support colleagues through coaching and mentoring.
- Lead by example in behaviour regulation, restorative practice, and relational approaches.
- Contribute to the raising of academic standards across the school, exploring new opportunities for academic growth and schools offer.
- Contribute to curriculum planning, assessment, and progress monitoring.

3. Safeguarding & Pastoral Leadership

- Act as a Designated Safeguarding Lead (DSL).

- Ensure safeguarding, child protection, and wellbeing are central to all school practices.
- Support students with complex needs, including behaviour, mental health, and emotional regulation.
- Work closely with families, external agencies, and professionals to support students effectively.

4. Behaviour, Culture & SEMH Practice

- Model consistent implementation of behaviour, regulation, and SEMH strategies across the school.
- Support staff with behaviour management, de-escalation, and crisis response.
- Maintain a calm, safe, and nurturing school environment.
- Respond to incidents and support reflective practice and restorative outcomes.

5. Staff Support & Development

- Support the professional development and wellbeing of staff.
- Lead on staff induction.
- Contribute to performance management, coaching, and informal supervision.
- Provide practical leadership in a hands-on capacity.

6. Compliance & School Operations

- Support compliance with statutory requirements, including safeguarding, attendance, health and safety, and SEND.
- Assist with inspections (e.g. Ofsted) and local authority engagement.
- Contribute to policies, procedures, and operational systems.

Skills & Experience

- Qualified Teacher Status (QTS).
- Significant experience teaching students with a range of pastoral needs.
- Leadership experience within a school or SEMH setting.
- Strong understanding of safeguarding, SEND, and behaviour support

Essential Attributes

- Calm, resilient, and emotionally intelligent leadership style.
- Confident decision-maker able to lead the school in the Headteacher's absence.
- Highly organised and adaptable.
- Strong relational skills with students, staff, families, and external professionals.
- Commitment to inclusive, trauma-informed practice.

Desirable

- Experience acting as Headteacher or Deputy Head.
- DSL qualification or willingness to train.
- Experience with Ofsted inspections

East Hall School is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to enhanced pre-employment clearance, including identity checks, criminal background checks, qualifications checks, social media checks and employment checks to include an exploration of any gaps in employment.