Position: Deputy Headteacher

Salary and Grade: STPCD Leadership 12-16, Full Time

School and Location: Bader Academy

Closing date: 4th November 2026

Interview date: 16th & 17th November 2026

About our School

Bader Academy is a special school which opened in September 2020, and which provides 130 places for children and young people, aged 5-19, who have an Education, Health and Care Plan with a primary diagnosis of Communication and Interaction Difficulties and/or ASD.

Our ambition and yours will be that Bader is a centre of excellence for both the specialist provision and for promoting the latest inclusive practices across education.

Our children and young people at Bader deserve an education that will change their lives and give them the opportunity to fulfil their potential. Staff employed in our Academy Trust enjoy a fulfilling career and we focus on releasing your potential and maximising your impact.

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 21 academies, 20 unique SEND special and 1 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, for further information.

Our Opportunity

We are looking to appoint an inspirational and highly motivated Deputy Headteacher to work alongside the Headteacher and wider Trust leadership team to secure the very best education and outcomes for all pupils.

We are seeking an experienced senior leader with a strong understanding of teaching and learning, curriculum development, assessment and pupil progress, who can use evidence and data to drive school improvement and secure high standards. You will contribute to strategic planning, monitor and evaluate the quality of provision, challenge underperformance and ensure effective support and intervention are in place.

You will be a visible and supportive leader who can develop and motivate staff, lead change and build strong working relationships across the school community. A commitment to safeguarding, inclusion, pupil wellbeing and partnership working will be essential.

This is an exciting opportunity for an ambitious leader to make a significant contribution to the continued development of the school and wider Trust, while deputising for the Headteacher when required. Candidates are strongly encouraged to visit Bader Academy to find out more information, prior to interview. To arrange a visit please contact Kirsty Binks, Headteacher, by email: **baderacademy@nexusmat.org.**

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 Baderacademy@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 Kirsty Binks on 01302 433003 or at kbinks@nexusmat.org

Visits to the school are warmly welcomed and can be arranged by contacting Kirsty Binks on 01302 433003 or at baderacademy@nexusmat.org

Further information can be found on our school website https://www.baderacademy.org/

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.