Haybrook College is a successful Alternative Provision Academy, which incorporates an SEMH Special School, Millside School. Our recent Ofsted inspection, January 2025, stated that we, ‘*rapidly build positive and trusting relationships with pupils. This means that pupils’ needs are quickly known by staff and well met. As such, most pupils achieve very well.’*

Millside School is an established Special School based in Slough to meet the needs of pupils aged 11-16 with Social, Emotional and Mental Health (SEMH) difficulties within the borough and neighboroughing local authority residents. The school has up to 85 pupils on roll with Education, Health and Care Plans (EHCPs), with a primary need of SEMH but needs may also include ADHD, ASD and/or a range of complex needs.

**Job Overview**

We are looking for a suitably qualified and experienced inspirational leader to join our fantastic team at time of positive developments in the Special School. The new Head of Centre at Millside School will arrive at a very exciting time to help shape and develop the provision for the future, demonstrating their strategic response to our cohort’s complex and changing needs. You will be a kind, committed and emotionally intelligent leader that understands the impact you can have on changing the lives of some of Sloughs most complex and vulnerable pupils. You will have a background in trauma-informed practice, and whilst having high expectations of educational outcomes, know that our role is to educate the whole child, developing their character, confidence and personality, in preparation for the future in the wider world.

As Head of Centre for Millside School, you will embed Haybrook College’s mission and ethos of **‘Inspiring young people to make positive choices for the future’**, across the Centre and promote a positive focus on quality first teaching, creative learning, and meeting our pupils educational and personal needs. You will lead the team to support our pupils to overcome their behavioural difficulties, develop their social skills and raise their aspirations to become valued members of the local community.

With support from the Trustee Board, Executive Headteacher and Senior Leadership Team, the Head of Centre will have professional responsibility for the education, operational leadership, organisation, and management of the school.

The Head of Centre will:

* Create a culture of continuous improvement through inspirational leadership, being committed to the highest levels of achievement for all areas of Millside School, in order to provide an excellent education for all of our pupils.
* Manage the day-to-day operations of Millside School and have a sound grasp of the essentials of running a successful specialist setting: developing and monitoring teaching and learning in a special school; curriculum delivery; supporting staff training and development.
* Ensure that Millside School meets the SEND Code of Practice in delivering the statutory components of EHCPs and the requirements of relevant inspection and regulatory bodies.
* Develop a cohesive staff that work together to meet the educational and social needs of our young people.
* Develop Millside School’s offer for present and future needs in conjunction with the Haybrook College Senior Leadership Team.
* Be outward facing looking to work closely with the local authorities, external agencies and communicate effectively with all stakeholders including Trustees, parents and carers.
* Carry out the duties outlined, in line with Headteacher and Teacher Standards, are in addition to the ones stated in the latest School Teachers' Pay and Conditions Document that you will automatically be required to meet. You may also be required to undertake professional duties delegated by the Executive Headteacher.

**About You**

The successful candidate will demonstrate a range of SEND experience in a mainstream, specialist or Alternative Provision setting, including leading others and strategic developmental change. You will have a passion for meeting the needs of a complex range of pupils and be aspirational about your personal development. The candidate will:

* Demonstrate a wealth of relevant experience as senior leader supporting SEND pupils within a complex and changeable working environment.
* Have relevant experience working with young people who have additional learning and communication difficulties including Speech and Language.
* Be experienced with Ofsted procedures/inspections and working with School Improvement Partners to accurately assess and implement improvements.
* Manage budgets effectively and ensure cost efficiency and financial compliance.
* Have a relevant teaching qualification and classroom experience or demonstrate extensive leadership and management experience working within a specialist/AP educational setting.

**What We Offer**

Working with young people with a range of SEND needs in not for everyone. It takes a special kind of person to give kindness and compassion to a complex and often challenging cohort of young people. We work hard to support our staff so they can do the best possible job and find that work life balance everyone deserves. We offer:

* Excellent professional support from a welcoming wider team across the college
* Regular line management support from a member of the senior leadership
* Additional support from an experienced central team
* Free access to Educational Support Partnership
* Highly valuable Continued Professional Development delivered by experts
* A thorough induction package
* Competitive salary (L12 to L17)\*
* Access to TPS
* Free flu vaccinations
* Access to salary sacrifice schemes for cycles, ICT/Electronics and Ikea
* Wellbeing day
* Free Tea and Coffee

\*Salary range and starting point may be negotiable for an exceptional candidate with a proven track record.

**How to apply**

Haybrook College welcomes visits and would encourage further discussions from prospective candidates wishing to find out more about this exciting opportunity. To do so please contact Jamie Rockman, EHT, via Suzanne Green at SuzanneGreen@haybrookcollege.co.uk.

An application form can be found on our website at [www.haybrookcollege.co.uk](http://www.haybrookcollege.co.uk). In your application you must explain clearly in your supporting statement why you are applying for the role and how you have been equipped for it by your experience and qualifications. In your concluding section, please also outline how you believe your skills, experience, and educational philosophy have prepared you for the role of Head of Centre at Millside School.

When providing details of referees, applicants must provide two references. One reference should be from your current employer or, if unemployed, your last employer. The school will contact referees for verification before the interview. A shortlist will be drawn up based only on the completed application and supporting statement.

This job description sets out the main duties of the post on the date it was drawn up. However, it is not intended to be an exhaustive or definitive list. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot justify a reconsideration of the grading of the post. You may be required to carry out other duties commensurate with your role.

**Haybrook College Trust is committed to safeguarding and promoting the welfare of all children and young people according to child protection and safeguarding guidelines. We expect all staff and volunteers to share in this commitment.**

**This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. All post holders are subject to necessary pre-employment checks, including a satisfactory Enhanced Disclosure and Barring Service (DBS) Check, including a Child/Adult’s Barred List check (where applicable to the role in question). Shortlisted candidates will be subject to online searches for publicly available information.**

**Haybrook College Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage, or civil partnership.**