Assistant Headteacher (Teaching & Learning) with DSL and SENCO Responsibilities

An Exceptional Opportunity for Middle Leaders Ready to Progress
The Lotus Academy Trust | The Damara School, Thetford, Norfolk
Salary: £51,773 - £53,069 | Full-time, Permanent | Start: January 2027 or sooner

Are you a successful middle leader ready to take the next step into senior leadership? We're looking for an ambitious, talented educator to join our small, specialist SEMH school as Assistant Headteacher.

This is more than just a job – it's a career development opportunity designed for middle leaders who want to progress into senior leadership with the right support, training and mentoring.

What makes this role special?
✓ Structured pathway to senior leadership – gain hands-on experience across all aspects of school leadership
✓ Comprehensive training and support – fully funded DSL and SENCO training, plus access to NPQ programmes
✓ Expert mentoring – work closely with our CEO and deputy headteacher who are committed to developing future leaders
✓ Manageable setting – 32 pupils in a specialist SEMH school, allowing you to make a real impact
✓ Balanced role – combine strategic leadership with classroom teaching to stay connected to what matters most
✓ Clear progression – develop the skills and experience needed for headship

You'll be perfect for this role if you:
Are currently a successful middle leader (subject leader, phase leader, pastoral lead, or similar)
Have a track record of improving teaching and learning in your area
Are ready to step up and take on whole-school leadership responsibilities
Are passionate about working with children with SEMH needs
Want to develop into a senior leader with the right support and training
Are ambitious, reflective and committed to your professional development

What you'll do:
Lead teaching and learning across the school, driving improvement and innovation
Take on the DSL role with full training and ongoing support
Fulfil the SENCO role with access to the National SENCO Award if needed
Maintain a teaching commitment to stay connected to classroom practice
Line-manage middle leaders and contribute to staff development
Work alongside the CEO and deputy headteacher to lead the school strategically
Gain experience in all aspects of senior leadership to prepare you for your next step

What we offer:
Competitive salary (£51,773 - £53,069)
Fully funded training (DSL, SENCO, NPQs)
Structured mentoring from experienced senior leaders
Clear career progression pathway
Supportive, collaborative team in a specialist SEMH setting (32 pupils)

Ready to take the next step?

If you're a middle leader with ambition, talent and a commitment to making a difference for children with SEMH needs, we'd love to hear from you. For an application pack, informal chat, or to book a visit: office@lotustrust.org.uk / 01842 773673.

No closing date - Applications reviewed on receipt. The post may close once a suitable candidate is appointed. Early application is recommended.

Only applications submitted on the Trust application form will be accepted. This post is subject to a three (3) month probationary period.

Safeguarding Statement
The Lotus Academy Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory completion of safeguarding checks, including enhanced DBS clearance and references, in line with Keeping Children Safe in Education (KCSIE).
The Lotus Academy Trust is committed to creating a diverse workforce. We'll 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.