



## Ribston Hall High School

<b>Post Title:</b>	Deputy Headteacher
<b>Grade:</b>	Leadership Scale 17-21
<b>Contract:</b>	Full Time, Permanent
<b>Closing Date:</b>	Tuesday 5 <sup>th</sup> May 2026 at 9.00am
<b>Interview Dates:</b>	14 <sup>th</sup> & 15 <sup>th</sup> May 2026
<b>Start Date:</b>	September 2026

**Opportunity for School Visits:** Monday 27<sup>th</sup> April or Friday 1<sup>st</sup> May

Ribston Hall High School is seeking to appoint an exceptional Deputy Headteacher (Pastoral and Inclusion) to join our Senior Leadership Team at an exciting time in the school's development.

Ribston Hall is a high-performing, all-girls selective grammar school and single-academy trust. This role provides a unique opportunity to shape the next phase of Ribston Hall's journey. As an inspirational leader joining Ribston at a time of both opportunity and complexity, your role will focus on embedding an inclusive, aspirational culture for high-ability students; strengthening systems that support wellbeing, attendance and belonging; and helping to guide the school confidently to achieve our vision.

Our students are high-ability, ambitious and engaged; our community is proud of its inclusive ethos, academic excellence and commitment to developing confident, creative thinkers. Our statement of intent, ***Sharing Ambition***, reflects our belief that success is achieved collectively, by staff, students and families.

At Ribston, our students are at the heart of everything we do. Every individual is unique, possessing their own talents, aspirations, and potential. It is our commitment to nurturing our students, providing them with the tools and opportunities they need to flourish academically, socially and emotionally.

Central to our success are our expert teachers, who are not only passionate about their subjects but also deeply dedicated to the success and well-being of every student. With their wealth of experience, innovative teaching methods, and unwavering commitment to continuous improvement, our teachers inspire, challenge and support our students to reach their highest potential.

This exciting new role incorporates the strengthened national expectations around inclusion, recognising that needs related to safeguarding, attendance, behaviour and personal development are increasingly interconnected and require coherent strategic leadership. Ensuring effective inclusion is fundamental to exceptional school culture.



## Ribston Hall High School

The successful candidate will provide strategic leadership of pastoral care, safeguarding, SEND and inclusion, behaviour, attendance and personal development, ensuring that every student feels safe, included and able to thrive academically and personally.

This post will work in close partnership with the Senior Leadership Team collectively, to protect academic standards, while strengthening the systems that underpin students' day-to-day experience.

We are looking for a leader who:

- Has an exceptional track record of senior leadership in a secondary school as a current Assistant Headteacher or Senior Leader, with the ability to inspire staff and students with high expectations and ambition.
- Brings strategic expertise in pastoral care, safeguarding and inclusion
- Understands the specific context of high-achieving students, including those with SEND
- Can lead culture confidently and compassionately in a selective girls' school
- Is values-driven, visible and able to balance strategic leadership with an excellent understanding of operational practice

For more information and to apply for the role please visit the school website:  
[www.ribstonhall.gloucs.sch.uk/vacancies](http://www.ribstonhall.gloucs.sch.uk/vacancies)

There will be an opportunity to visit the school on the following dates and times for a tour lasting approximately 1 hour with, Mr Waters, Headteacher:

- Monday 27<sup>th</sup> April
- Friday 1<sup>st</sup> May

Please contact Becky Tibbles (Executive Assistant to the SLT)  
[RTI@ribstonhall.gloucs.sch.uk](mailto:RTI@ribstonhall.gloucs.sch.uk) to book a visit.

To apply, please submit your completed application form via the website, together with a covering letter (maximum of two sides of A4) which outlines your experience and suitability for the role as detailed in the Application Pack.

Ribston Hall High School is committed to safeguarding and promoting the welfare of children. The successful applicant will be subject to enhanced DBS checks and all necessary pre-employment checks.