



THE AVENUE SCHOOL
SPECIAL NEEDS ACADEMY
www.avenue.reading.sch.uk

SECONDARY PHASE LEAD

Leadership L5 – L9 • Full time • Permanent January 2027 start

The Avenue Special School is a vibrant and friendly school community which supports more than 250 pupils, aged between 3-19, with a range of severe or profound learning difficulties, some physical disabilities and autism. We have small well-resourced classes and a real passion for supporting young people to have active and healthy lives through an exciting education both in and out of the classroom.

Working at The Avenue provides you with the opportunity to make a genuine difference to the lives of young people with special educational needs. It also allows you to progress in your career, taking on responsibilities and developing your passions and interests.

We care deeply about CPD and balancing workloads to allow staff to flourish, so we offer a full programme of training and mentoring, staff wellbeing days, and the chance to work in a supportive and encouraging team environment where your voice really does matter.

In order to strengthen our leadership capacity, improve consistency of practice and continue to raise professional standards across our school and support operational and strategic demands, we are excited to have created a new Secondary Phase Lead role.

The Secondary Phase Lead will provide strategic leadership and day to day operational management of the Secondary department, ensuring pupils make excellent progress academically, socially, emotionally, and in preparation for adulthood.

The successful candidate will ensure that the Secondary curriculum, assessment, and pastoral systems are ambitious, coherent, sequential and personalised, with clear pathways toward Post 16 provision and or other destinations, accreditation, independence, and active community participation. EHCP and PFA outcomes will be embedded within all aspects of planning and provision. Alongside the curriculum there are expectations of a rigorous program of quality assurance.

The Secondary Phase Lead will also regularly engage with the pupils' Personalised Learning Plans to ensure these are embedded alongside the academic outcomes outlined in the curriculum frameworks.

Candidates must be able to demonstrate experience of implementing initiatives at a strategic level, as well as being a good communicator and a proactive team member.

The successful candidate will be highly organised, a confident decision maker and compassionate with a passion for ensuring best outcomes for all young people in a dynamic environment.

To apply, please visit the vacancy page of our website www.avenue.reading.sch.uk and fill in the forms that you'll find in the Leadership recruitment section, stating the role you are applying for.

**All completed application forms must be returned to:
recruitment@avenue.reading.sch.uk**

**For more information and to arrange a tour of the school,
please call Vanessa Carrick on 0118 214 5257**

Closing date for application: 9am, Monday 28 September 2026.

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Conwy Close, Tilehurst, Reading RG30 4BZ

E: recruitment@avenue.reading.sch.uk • T: 0118 214 5257

*We are an Equal Opportunity
Employer Safeguarding our
pupils is our priority.*

