



Role Title	Deputy Headteacher of the Virtual School
Reference Number	OCC/TP/15671/2047
Service	Children's Services
Function	Education and Inclusion
Reports to	Head of the Virtual School

Role Purpose

To deputise for the Head of the Virtual School, within agreed delegations, providing strategic leadership, assurance and system influence across core statutory duties and the extended remit. The role focuses on quality assurance, safeguarding oversight and system readiness as statutory responsibilities expand from September 2026, supporting consistent, safe and effective practice across Oxfordshire.

Champion OCC's [Delivering the Future Together \(DTFT\)](#) values, acting as a visible role model and leading on the value of '[daring to do it differently](#)' to drive improvement and innovation within the Virtual School.

Corporate Accountabilities

- Lead and model a culture of trust, collaboration, accountability and ambition.
- Provide strong operational leadership, ensuring a positive, inclusive working environment.
- Align portfolio and day-to-day operational activity with wider service delivery priorities.
- Maintain awareness of developments in education, social care and related sectors.
- Develop and sustain trusted and effective relationships with internal and external partners.
- Support change and transformation activity across the Virtual School and related services.

Portfolio Accountabilities

- Deputise for the Head of the Virtual School as required, within agreed delegations, providing leadership continuity, decision-making and representation.
- Hold delegated responsibility for circa £250k of grant funding related to extended duties cohorts, ensuring effective, equitable and impact-led allocation across cohorts in line with statutory duties.
- In the absence of the Head of the Virtual School, exercise delegated authority, with strategic and operational responsibility for managing upto £3m in Pupil Premium Plus and associated funding streams.
- Exercise autonomous decision-making within delegated authority on high-risk cases, escalation and system-level improvement priorities.
- Acts as Deputy Designated Safeguarding Lead with delegated authority, holding responsibility for safeguarding assurance across cohorts and ensuring effective escalation and mitigation of high-risk cases.
- Accountable for ensuring the Local Authority discharges its statutory responsibilities for previously cared-for children, those with a social worker and in kinship care, reducing risk of non-compliance, adverse inspection outcomes and safeguarding failure.
- Provide strategic leadership and assurance across a countywide system supporting thousands of children and young people across statutory Virtual School cohorts.
- Partner with operational leaders supporting Children We Care For and Care Leavers to ensure consistent systems, pathways and expectations are embedded across cohorts.
- Drive effective partnership working across education, social care, SEND, admissions, EET/NEET, adoption, fostering, kinship and health. Ensure appropriate and consistent representation at panels and multi-agency forums, strengthening accountability and follow-through.
- Accountable for the effectiveness of the Virtual School quality assurance framework, ensuring statutory compliance, timely intervention and demonstrable impact on educational outcomes across all cohorts.
- Use QA findings, data and frontline intelligence to identify risk, inconsistency and improvement priorities, reporting assurance to the Head of the Virtual School.
- Provide strategic oversight of training, professional development and practice improvement, ensuring alignment with statutory duties and system need.



- Direct line management and performance accountability for specialist staff, ensuring delivery against statutory responsibilities, performance targets and quality standards.
- With delegated responsibility, leads operational inspection readiness and evidence for Ofsted and ILACS, ensuring robust systems support the Head of the Virtual School's accountability for impact, compliance and safeguarding.
- Support engagement with Ofsted, DfE and other external scrutiny bodies as required, acting as a delegated lead where appropriate and contributing evidence, assurance and professional insight.

Knowledge / skills / experience required

- Qualified teacher status or equivalent professional education qualification; postgraduate qualification desirable.
- Leadership experience within education, inclusion or children's services.
- Strong understanding of Virtual School statutory duties, safeguarding, SEND and multi-agency working.
- Proven experience of leading quality assurance, improvement and change in complex systems.
- Demonstrated ability to influence and build trust in complex and ambiguous environments, using strong analytical and performance-management skills to provide assurance and drive continuous improvement.

Dimensions of role

- Senior leadership role within a high-profile, high-scrutiny statutory service, operating with delegated authority.
- Line management of specialist staff delivering countywide portfolios.
- Responsibility for significant financial resources, including delegated grant funding and deputised oversight of Pupil Premium Plus and associated funding streams.
- Significant organisational responsibility for statutory assurance, safeguarding and inspection readiness across Virtual School cohorts.
- Exercises delegated authority in managing risk, including decision-making in complex or high-risk situations.
- Operates across a complex, multi-agency system supporting large cohorts of vulnerable children and young people.
- Contributes to medium- and long-term service planning aligned to legislative reform and system change.

Working arrangements

- The role is politically restricted.
- An Enhanced Disclosure and Barring Service check is required.
- Able to travel across the county and work from various office locations within the county.
- Contractual base as detailed on contract, but able to work on a flexible basis in line with our Agile Working Policy.

Leading through our values and behaviours

Providing clear and visible leadership by putting our values front and centre of every behaviour, decision, and action.

- Always learning.
- Be kind and care.
- Equality and Integrity in all we do.
- Taking responsibility.
- Daring to do it differently.

Date	May 2026
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