

Career Case Study

Overview

Toni Wand is the Deputy Headteacher at Tulip Academy, with responsibility for quality of education, teaching, and learning. She began her career here as an NQT in September 2014, following her final teaching practice placement at the school during her last year at university. Toni holds a BA (Hons) in Primary Education and Qualified Teacher Status (QTS), as well as both National Professional Qualification for Middle Leadership (NPQML) and Senior leadership (NPQSL).



Since then, Toni has progressed through several roles: Class Teacher, Lead Teacher, Assistant Headteacher, and most recently, Deputy Headteacher as of October 2025.

How CIT Academies has supported Toni's career progression:

Throughout her career, Toni says she has benefited from a wide range of professional development opportunities and collaborative networking across the Community Inclusive Trust (CIT), which has allowed her to develop her knowledge and skills alongside experienced practitioners.

What Toni likes about working at Tulip Academy:

"Tulip Academy has been instrumental in my development. From my early days as an NQT to current leadership role, the school has provided continuous support through mentorship, leadership opportunities, and access to high-quality training. The collaborative culture within the Trust has enabled me to learn from others, share best practices, and grow as a leader."

"I have loved every aspect of each role I have held. The pupils are truly amazing, and both the pupils and their families inspire me daily with their resilience and determination to overcome challenges. I am humbled by their strength and am passionate about ensuring that every pupil receives a high-quality education that prepares them for life beyond school. Working at Tulip Academy means being part of a team that shares this vision and strives to make a real difference."

