

# Bridgwater and Taunton College Trust

Assistant Headteacher – Behaviour & Learning



## Assistant Head Teacher - Behaviour for Learning (Primary) Grade: Leadership Point 7

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

**Students come first:** First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

**We are team players:** Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

### Our values

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.

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## Core Purpose

To work within the Primary SLT by leading and managing the school, with a specific focus on behaviour management and the establishment of effective routines. The Assistant Headteacher will ensure a positive, safe, and orderly environment that promotes high standards of behaviour and learning.

## Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

### Key Responsibilities:

#### 1. Behaviour Management:

- Develop, implement, and monitor the school's behaviour curriculum.
- Lead initiatives to promote positive behaviour and address behavioural issues.
- Provide support and guidance to staff on behaviour management strategies.
- Work with parents and carers to address behavioural concerns and support student well-being.

#### 2. Routines and Procedures:

- Establish and maintain effective school routines .
- Ensure consistency in the application of routines across the school.
- Monitor and evaluate the effectiveness of routines and make adjustments as necessary.

#### 3. Leadership and Management:

- Contribute to the development and implementation of the school improvement plan.
- Lead and manage a team of staff, providing professional development and performance management.
- Act as a role model for staff and students, demonstrating high standards of professional behaviour and commitment.
- Promote a positive and inclusive school culture.

#### 4. Communication and Collaboration:

- Communicate effectively with staff, students, parents, and external agencies.
- Foster a collaborative and supportive working environment.
- Represent the school at meetings and events as required.

## Other Duties

- To attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- To promote and celebrate an approach of equality, diversity and inclusion

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for all colleagues, students and external stakeholders.

- Responsible for the health and safety of themselves and others
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- To be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time you may be required to carry out other duties commensurate with the role.

### Person Specification

Area to be assessed	Essential criteria	Desirable criteria
<b>Safeguarding</b>	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
<b>Qualifications/Experience</b>	<p>Qualified Teacher Status (QTS).</p> <p>Significant experience in a leadership role within a primary school.</p> <p>Strong interpersonal and communication skills.</p> <p>Commitment to continuous professional development</p>	Proven track record in behaviour management and establishing effective routines.
<b>Knowledge/Skills</b>	<p>High expectations for student behaviour and achievement.</p> <p>Ability to inspire and motivate others.</p> <p>Strong organisational and time management skills. Resilience and the ability to remain calm under pressure.</p> <p>A commitment to the values and ethos of the</p>	

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