

**Job Description**

Core purpose:

* Secure excellent teaching in your subject area for all staff to achieve high standards of learning and attainment across the school.
* Support the Head of School to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
* Lead in your subject area on establishing and implementing a safe, calm and well-ordered environment for all pupils and staff, focussed on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
* Secure an excellent curriculum and assessment strategy in your subject area providing a high quality education system that achieves high standards for pupils.
* Promote excellent teaching in your subject area by providing structured support, coaching and strategic direction to all teachers and support staff in the subject area.
* Promote excellent classroom behaviour and attitudes to learning in your subject area by taking the lead on structured support and coaching for all staff.
* Use external and internal research and development to innovate and improve teacher practice across the subject area providing a research-led approach.
* Provide expertise in current curriculum and examination requirements in your subject area to inform teaching, planning and learning so that pupils are best prepared for the next phase of their education.
* Implement, track, monitor and evaluate quality assurance procedures in your subject area, reporting regularly to the SMT.
* Provide data analysis in your subject area for pupils, parents, teachers and senior team members that directly impacts on improving the quality of provision and teaching.
* In your subject area, challenge underperformance and provide clear guidance and direction for improvement.
* Lead by example to foster an open, transparent and equitable culture.
* Regularly report directly to governors providing information on quality assurance, innovation and strategic development planning.
* Build, develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.
* Uphold the highest standards of professional ethics, and support the governors in ensuring that this impacts on all aspects of the school decision making processes.
* Keep pupils safe and support the Head of School to implement and oversee the highest possible standards of child protection, prevent strategies and safeguarding throughout the school.
* Represent the school at relevant panels, working groups and meetings as required by the Head of School.
* Undertake other duties and responsibilities as is reasonably directed by the Head of School.

Duties and responsibilities:

* Hold and articulate clear values and moral purpose, focussing on providing a high-quality education for all pupils.
* Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, trustees and members of the local community.
* Lead by example – with integrity, creativity, resilience, and clarity – drawing on your own scholarship, expertise and skills, and that of those around you.
* Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and CPD.
* Support the Head of School in communicating a compelling school vision empowering all pupils and staff to excel.
* Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils’ outcomes.
* Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils’ wellbeing.
* Establish an educational culture of ‘open classrooms’ as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
* Support the Head of School to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
* Provide a safe, calm and well-ordered environment for all pupils and staff, focussed on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
* Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
* Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame a self-regulating and self-improving school.
* Support the Head of School to shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
* Inspire and influence others – within and beyond the school– to believe in the fundamental importance of education in young people’s lives and to promote the value of education.

**Person Specification**

Qualifications:

* Qualified teacher status, degree level qualification, or equivalent
* Further relevant professional/academic study and evidence of CPD and knowledge of current issues in education.

Qualities and knowledge – show evidence of:

* Holding and articulating clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes.
* Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.
* Understanding how to empower all pupils and staff to excel.
* Evidence of implementing, managing and evaluating change in a collaborative way.

Pupils and staff – show evidence of:

* Raising standards that have impacted positively on pupil attainment and teaching and learning.
* Significant experience in evaluating and using data to plan and improve pupil performance.
* A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school’s work.
* A commitment to valuing, supporting and encouraging the professional development of all staff members.

Systems and processes – show evidence of:

* An understanding of how to create accountability systems with the support of the leadership team and combine data from a range of sources in order to maximise the achievement of pupils.
* A clear understanding of and commitment to promoting and safeguarding the welfare of pupils.

The self-improving school– show evidence of:

* Building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.
* A commitment to building and maintaining effective and positive relationships with parents, carers, trustees, the wider community and other schools.
* Inspiring and influencing others within the school to believe in the fundamental importance and value of education in young people’s lives.
* Excellent communication skills and proven ability to listen to, understand and work effectively with all pupils, staff, trustees and parents.
* The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.

Demonstrate a commitment to:

* Equalities and the Equality Act 2010
* Promoting the school vision and ethos
* High ethical standards
* Relating positively to and showing respect for all members of the school and wider community
* Ongoing relevant professional self-development
* Safeguarding and child protection

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but it will be reviewed annually as part of the performance management process or as appropriate.

Signature of post holder

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date / /

Signature of Head of School

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