**Job Description – DHT**

Post : Head of School (Primary)

Line Managed By : Head of Primary

Line Manager of : Designated Staff

Salary : As per supporting letter

**Job Purpose**  
   
To ensure that within their work and the work of any they might line manage:

* There is a relentless focus and active promotion of all aspects of "safeguarding" including; child protection, child welfare and health and safety;
* The school, team and self, comply with all statutory, Portsmouth City Council or Governing Body requirements;
* All school policies and procedures are understood, followed and positively promoted;
* The school's ethos is understood, followed and positively promoted;
* There is a culture of flexible working, sharing skills and developing the individual.

**Key Accountabilities**

* To actively promote the school’s equal opportunities policy and observe the standard of conduct which prevents discrimination taking place;
* To maintain awareness of and commitment to the school’s Equal Opportunity policies in relation to both employment and service delivery;
* To fully comply with the Health and Safety at Work Act 1974 etc., the school’s Health and Safety policy and all locally agreed safe methods of work;
* At the discretion of the Head Teacher, such other activities as may from time to time be agreed consistent with the nature of the job described above.

**General Duties**   
ALL Staff members should ensure that they:

* are supportive of and willing to work in an ‘all through’ school environment;
* are clear about their areas of responsibility and how they will be held to account;
* have efficient and effective systems to under pin their work;
* attend meetings as directed by the Headteacher, Team/Subject Leader or designate;
* work collaboratively with all other teams in the school;
* produce any reports, data returns or data captures for the Team/Subject Leader or designate as required using any templates provided;
* support the Team/Subject Leader or designate in reviewing their own work and that of the team to ensure the work of the team is continuously and sustainably improved;
* actively and positively participate in school wide systems such as performance management system, annual leave, absence management etc;
* exploit opportunities to undergo professional development through skill sharing, flexible working or training;
* are prepared to share skills, work flexibly and attend training as required;
* remain "student focussed";
* support any controls on procurement, stock control and waste;
* keep working areas secure and free from clutter;
* support the Team/Subject Leader or designate in ensuring working areas project a highly professional image;
* comply with the school's dress code;
* ensure that any information about individual students is kept confidentially and not discussed with third parties;
* have read, understood and contributed to the school's improvement plan, team action plan or other improvement tools;
* have read, understood and actively promote the latest staff handbook;
* support whole school ethos by:

1. undertaking duties before, during and after the school session within directed time;
2. engaging with students positively;
3. commenting on good standards of behaviour and dress;
4. tackling poor standards of behaviour and dress;
5. supporting the teaching staff delivering the Mayfield Teaching Model;
6. having a good knowledge of the school's "vulnerable students" and strategies to support them;

**Specific Duties in addition to those of a class teacher**

* Join the Executive Leadership Team consisting of the Headteacher, Head of Seniors and Head of Primary to provide strategic leadership across the whole school;
* Deputise for the Head of Primary as required;
* Provide leadership across the Primary Section
* Act as the key manager for either Year R to 3 or Year 4 to 6
* Play a significant role within the ‘Quality Assurance Team’ which asks three key questions. Are pupils:
* being taught the **agreed** content at the **right times** as outlined in the School Curriculum Plan?
* **retaining the knowledge** and **making connections** across the curriculum?
* being **systematically** prepared to be independent learners?
* Support the work of key middle leaders to ensure that there is high engagement with the ‘Curriculum Development Team’;
* Devise and implement bench marking tools to detect under performance and trigger interventions;
* Alongside the DSL, provide key leadership for all aspects of safeguarding;
* Work with key teams across the school to help embed the school’s ethos and values in all work undertaken
* To undertake a teaching commitment to be agreed with the Headteacher.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.