

### Person Specification

<b>Job Title:</b>	<b>Deputy Headteacher</b>		
<b>Location:</b>	Benfield School		
<b>Salary Range:</b>	L18 - L22		
<b>Date:</b>	September 2022	<b>Status:</b>	Final
<b>Responsible to:</b>	Headteacher		
<b>Responsible for:</b>	Assistant Headteacher(s) as allocated		
<b>Job purpose:</b>	Ensuring a high quality of strategic leadership in the development, implementation and evaluation of strategies of school improvement and excellence within the context of the trust's shared vision and principles. Key accountabilities and school development priorities as allocated.		

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

#### General

1. To carry out the professional duties of Deputy Head Teacher as set out in the School Teachers' Pay and Conditions Document including deputising for the Headteacher in his absence
2. As a member of Benfield's' Senior Leadership Team, to ensure the effective day-to-day management of the school and lead, motivate and inspire students, staff, parents and the wider community

The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.

#### Educational Leadership and management

1. Make a significant contribution to the School's self-evaluation and the development, implementation and evaluation of appropriate school improvement strategies and plans for the academy by working collaboratively with the Headteacher the Senior Leadership Team, Local Governors, the Trust's School Improvement Executive team and the Chief Executive Officer.  
Strategic leadership of the intent, implementation and impact of school strategies, which meet the needs of all learners within the context of the Trust's shared vision and principles

and reach secure, successful outcomes.

2. Provide professional Leadership of School's inclusion systems and practices and ensure ambitious pupil outcomes for the Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management are achieved.
3. Lead where required and support other Leaders in the planning, implementation and evaluation of processes for admission and transition throughout the school.
4. Lead where required and support other Senior Leaders to ensure the effective delivery of strategies and plans for SEND pupils.
5. Lead where required and support other Senior Leaders in the development, implementation and forecast impact of an ever improving broad and balanced curriculum to include the characteristics of the NEAT learner and ensure that all pupils are well prepared for their post 16 pathway.
6. Line manage curriculum and subject leaders.

### **Strategic leadership and management**

As a member of the School's Senior Leadership Team and as a Senior Leader within the Trust:

1. Work with all stakeholders to embed our strategic Trust vision for Benfield School, alongside a positive School ethos, climate and culture.
7. Lead and manage the School in partnership with Colleagues, Local Governors and the Trust.
8. Develop, plan and deliver short-term and medium-term objectives for the School's within the context of the Trust's vision and strategic plan.
9. Develop, review and evaluate the impact of School-wide policies and ensure these translate into effective practice.
10. Promote and develop the values of NEAT within the School.
11. Contribute professionally to the broader NEAT agenda including the development, delivery and evaluation of Trust-wide priorities and plans and working collaboratively with other academies and schools.

### **Curriculum and resource management**

1. Have a strategic oversight of the personal development curriculum offer from Key Stage 3 to Key Stage 5, ensuring that character education, PSHE, RSE, Citizenship and extra-

curricular activities meet the needs of all pupils and ensure positive outcomes.

2. Provide professional oversight of learning support throughout the School, ensuring that statutory, School and pupils needs are met efficiently.

### **People Leadership and management**

1. Develop and maintain a culture of working together and collective responsibility to achieve high standards throughout the School and the Trust.
2. Manage the performance of colleagues who directly report to this post and ensure that staff receive appropriate recognition, support, development and challenge to achieve those high standards and expectations.
3. Promote a culture of reflective practice and continuous professional development that enables all staff to achieve their full potential. Contribute to and participate in shared CPD arrangements across NEAT, e.g NEAT ELE programme.
4. Support the development of capacity and skills within the School's middle leadership team.

### **Parental, community and sector engagement**

As a member of the School's Senior Leadership Team:

1. Develop strong and effective partnerships with parents and carers.
2. Create proactive links with the community.
3. Take an active role in developing networks across the education sector including other secondary schools and multi academy trusts.

### **Trust Responsibilities**

1. Work to fulfil the vision and values of the Trust.
2. Assist in maintaining a healthy, safe and secure environment and act in accordance with the Trust's health and safety policies and the school's/central team's health and safety procedures.
3. Promote and implement the Trust's equality and diversity policy in all aspects of employment and service delivery.
4. Promote and safeguard the welfare of children and young people s/he is responsible for, or comes into contact with, in accordance with the trust's safeguarding policy and school's child protection policies and protocols.



5. Assist in ensuring the Trust's responsibilities to protect personal data and to share information as a public authority are implemented effectively.
6. Participate in appraisal, training and development and other activities that contribute to performance management.
7. Attend and participate in regular team and 1:1 meetings.

