



Deputy Headteacher Job Description (Academic)

Focus: Curriculum, Teaching, Achievement, and the Academy's Learning Environments.

Primary Purpose of the Role

As the Deputy Headteacher (Academic), you are the visionary behind our intellectual culture. You will lead the "engine room" of the school's academic reboot, ensuring that our curriculum is first-class and our pedagogy is rooted in cognitive science. You aren't just overseeing grades; you are designing the academic DNA of Berwick Academy as we transition to a two-tier system and prepare for our state-of-the-art new build

Key Responsibilities

1. Strategic Leadership & School Improvement

- **Strategic Partnership:** Serve as a key strategic partner to the Headteacher, taking lead responsibility for the Quality of Education (Curriculum and Teaching) and Achievement pillars of the Ofsted Report Card.
- **Quality of Education Lead:** Take overall accountability for the curriculum, timetable, teaching, assessment, and academic standards. Play a pivotal role in designing the learning environments for our new build, ensuring the physical space facilitates cutting-edge pedagogical innovation.
- **Pedagogical Direction:** Lead the strategic direction of classroom practice, ensuring it is rooted in evidence-based best practice and cognitive science.
- **Professional Development:** Lead the Academy's CPD and appraisal strategy, fostering a culture of "coaching" rather than just "monitoring".
- **Change Management:** Lead the operational delivery of the "rebooted" vision as the academy prepares for the 2028 new build and 2026 two-tier transition.

2. Curriculum, Teaching and Achievement

- **Pedagogical Direction:** Establish a research-informed culture of "coaching over monitoring," ensuring classroom practice is rooted in evidence-based cognitive science.
- **Transition Pedagogy:** Lead the strategic design and implementation of a bespoke KS3 "Transition Curriculum" for Years 7 and 8, ensuring academic continuity and pedagogical alignment as the school moves to a two-tier system.

- **Inclusive Quality of Education:** Direct the "Quality of Education" strategy to ensure high-impact adaptive teaching for disadvantaged learners and those within the specialist SEND unit, meeting the "Inclusion" criteria of the 2026 Ofsted Report Card.
- **16-19 Strategy:** Oversee the academic rigour and curriculum breadth of the Sixth Form provision, ensuring Sixth Form outcomes and retention rates remain a competitive strength of the Academy.
- **Achievement Architect:** Act as the lead for the "Achievement" pillar of the Academy, utilising sophisticated data modeling and Integrated Curriculum Financial Planning (ICFP) to ensure the curriculum is both ambitious and financially sustainable.
- **CPD:** Lead the Academy's professional development (CPD) strategy, fostering a culture of continuous improvement and "coaching" rather than just "monitoring" and a culture of continuous improvement for all teaching staff.

3. Leadership Systems & Operations

- **Daily Operations:** Co-lead the daily operations of the school, ensuring a calm, purposeful, and safe environment.
- **SLT Engine Room:** Provide direct line management and professional coaching to the Assistant Headteacher tier, ensuring their individual portfolios (Inclusion, Safeguarding, etc.) are unified under a single school improvement plan.
- **Evidence-Based Practice:** Establish a research-informed culture of "coaching over monitoring," ensuring that all classroom practice is rooted in current cognitive science and measured by its impact on long-term student memory.

This job description is not exhaustive and the post-holder may be required to undertake other duties commensurate with the seniority of the post, as may be reasonably required by the Headteacher to meet the evolving needs of the Academy.

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