

Bemrose School Job Description
Deputy Headteacher
L17-21 on Leadership Pay Spine
Line Manager – Executive Headteacher

Key Purpose

In addition to carrying out the professional duties of a teacher, the Deputy Headteacher will work closely with the Leadership Team to provide professional leadership and management of the school securing its success and continued improvement, ensuring high quality education for all of its pupils and improving standards of learning and achievement. Although the Executive Headteacher takes ultimate responsibility for the school, the Deputy Headteacher will, along with the other Deputy Headteacher, in practice, play an appropriate part with regard to the six key areas – shaping the future, leading learning and teaching, developing self and working with others, managing the organisation, securing accountability and strengthening community.

Shaping the Future

- Ensuring the vision for the school is clearly articulated, shared, understood and acted upon effectively by all
- Translating the vision into agreed objectives and operational plans which will promote and sustain school improvement
- Demonstrating the vision in everyday work and practice
- Motivating and working with others to create a shared culture and positive climate
- Ensuring creativity, innovation and the use of appropriate new technologies to achieve excellence
- Ensuring that strategic planning takes account of the diversity, values and experience of the school and community at large
- Formulating and recommending policy to Governors
- Monitoring and evaluating school performance and the effectiveness of policies and practice

Leading Learning and Teaching

- Ensuring a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning
- Ensuring that learning is at the centre of strategic planning and resource management
- Establishing creative, responsive and effective approaches to learning and teaching
- Ensuring a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
- Demonstrating and articulating high expectations and setting stretching targets for the school community
- Implementing strategies which secure high standards of behaviour and attendance
- Determining, organising and implementing a diverse, flexible curriculum and implementing an effective assessment framework
- Taking a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils
- Monitoring, evaluating and reviewing classroom practice and promoting improvement strategies
- Challenging underperformance and ensuring effective corrective action and follow-up

- Teaching classes and leading assemblies as assigned by the calendar and the school timetable

Leading and Managing Staff

- Treating people fairly, equitably and with dignity and respect to create and maintain a positive school culture
- Building a collaborative learning culture within the school and actively engaging with other schools to build effective learning communities
- Developing and maintaining effective strategies and procedures for staff induction, professional development and performance review
- Ensuring effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities
- Acknowledging the responsibilities and celebrating the achievements of individuals and teams
- Developing and maintaining a culture of high expectations for self and for others and taking appropriate action when performance is unsatisfactory
- Regularly reviewing own practice, setting personal targets and taking responsibility for own personal development
- Managing own workload and that of others to allow an appropriate work/life balance
- Directly leading and managing personnel as specified by the school structure

Managing the Organisation

- Creating/maintaining an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements
- Producing and implementing clear, evidence-based improvement plans and policies for the development of the school and its facilities
- Ensuring that, within an autonomous culture, policies and practices take account of national and local circumstances, policies and initiatives
- Managing the school's financial and other resources effectively and efficiently to achieve the school's educational goals and priorities
- Recruiting, retaining and deploying staff appropriately and managing their workload to achieve the vision and goals of the school
- Implementing successful performance management processes with all staff according to school policy
- Managing and organising the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations
- Ensuring that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money
- Using and integrating a range of technologies effectively and efficiently to manage the school

Securing Accountability

- Fulfilling commitments arising from contractual accountability to the governing body
- Developing a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes
- Ensuring individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- Contributing to creating and developing the school so that all staff recognise that they are accountable for the success of the school
- Working with the governing body (providing information, objective advice and support) to enable it to meet its responsibilities
- Developing and presenting a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers
- Reflecting on personal contribution to school achievements and taking account of feedback from others

Strengthening Community

- Building a school culture and curriculum which takes account of the richness and diversity of the school's communities
- Creating and promoting positive strategies for challenging racial and other prejudice and dealing with racial harassment
- Ensuring learning experiences for pupils are linked into and integrated with the wider community
- Ensuring a range of community-based learning experiences
- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Creating and maintaining an effective partnership with parents and carers to support and improve pupils' achievement and personal development
- Seeking opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community
- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives
- Co-operating and working with relevant agencies to protect children