

Job Description for Deputy Headteacher

Lipson Vale Primary School

Pay range – L4 – L9 (£45,434 - £51,402)



Main Purpose of Role

To play a major role, under the direction of the Headteacher, in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved, managing staff and resources to achieve the aims and objectives of the school and monitor progress towards their achievement.

Introduction:

The Deputy Headteacher will have delegated responsibilities which are both schoolwide and of considerable weight. This will be in addition to carrying out the professional duties of a teacher other than a Headteacher.

Key Responsibilities

Core Purpose and Accountability

- To play a major role under the direction of the Headteacher in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved, managing staff and resources to achieve the aims and objectives of the school and monitor progress towards their achievement.
- Undertake the professional duties of the Deputy Headteacher reasonably delegated to you by the Headteacher.
- Undertake the professional duties of the Headteacher, in the event of his/her absence from the school.
- In partnership with the Headteacher and the Senior Leadership Team, provide professional leadership and management of Teaching and Learning throughout the school.
- To provide professional leadership and management of School Development Plan priorities.

Generic/Teachers

- You are to carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document 2015 and subject to any amendments due to Government legislation. This includes any duties as may be reasonably directed by the Headteacher and the accountabilities expected of class teachers.

- To facilitate and encourage learning which enables students to achieve high standards, to share and support the corporate responsibility for the well-being, education and discipline of all children.
- All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards, and are expected to uphold and promote the school's aims and values.
- All staff will be involved in working together, as part of a team, to develop areas of provision that impact positively on learning and teaching across the school.
- All staff will take an active role in the School Self Evaluation process. As Deputy Headteacher you will be expected to lead a team through the School Self Evaluation process.
- All staff are expected to actively undertake professional development through keeping abreast of the latest educational developments.

Strategic Direction/Shaping the Future

Support the Headteacher in:

- Ensuring the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Demonstrating the vision and values of the school in everyday work and practice.
- Motivating and working with others to create a shared culture and positive climate.
- Assist the Headteacher in the ongoing and annual review of standards of leadership, teaching and learning in specific areas of responsibility and across all areas of school provision.
- Create costed subject development plans which contribute positively to the achievement of the School Development Plan and which actively involves all staff in its design and execution.
- Develop and implement policies and practices for the subject/area(s) which reflects the school's commitment to high achievement and is consistent with national and local strategies and policies.
- Promote high expectations for attainment.
- Establish short, medium and long term plans for the development and resourcing for the specific areas of responsibility.
- Monitor the progress made in achieving subject/area plans and targets, and evaluate the effect on teaching and learning.
- Work with outside agencies and stakeholders to inform future action.
- Publicly supporting all the decisions of the Headteacher and Governing Body
- Demonstrate high standards of personal integrity, loyalty, discretion and professionalism.

Leading Learning and Teaching, Developing and Enhancing the Teaching Practice of others:

- Work with the Headteacher to raise the quality of teaching and learning and pupil's achievement, setting high expectations and monitoring and evaluating effectiveness of learning outcomes.
- Provide regular feedback for colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives resulting in a tangible impact on students learning.
- Develop whole staff and individuals to enhance performance.
- Undertake coaching and mentoring.
- Plan, organise and deliver staff meetings, where necessary bringing in outside speakers.
- Keep abreast of the latest developments in the area and disseminate effectively to other members of staff.
- Create, maintain and enhance effective relationships.
- Provide examples of 'outstanding' classroom practice which inspires and motivates other staff.

Securing Accountability

- Work with the Headteacher to ensure the school's accountability to a wide range of groups, particularly parents, carers, governors, the Local Authority and the DfE; ensuring that pupils enjoy and benefit from a high quality education, for promoting collective responsibility within the whole school community.
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Work with the Governing Body (providing information, objective advice and support) to enable it to meet its responsibilities.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Agree, monitor and evaluate the subject pupil progress targets to make a measurable contribution to whole school targets.
- Engage all staff in the creation, consistent implementation and improvement in schemes of learning and curriculum plans which encapsulates key school learning strategies.
- Provide guidance on a choice of teaching and learning methods/strategies
- Coach and mentor.
- Model and demonstrate.
- Act as a consultant for other staff.
- Exemplify highly effective practice.

- Undertake shared planning, team teaching etc.
- Develop and implement systems for recording individual pupil's progress.
- Evaluate the quality of teaching and standards of achievement, setting targets for improvement.

Resource Management

- Work with the Headteacher to provide effective organisation and management of the school and seek ways to improve organisational structures and functions based on rigorous self-evaluation.
- Work with the Headteacher to ensure the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment.
- Oversee and evaluate the subject/area budget allocation to ensure the budget is spent in line with subject/area learning priorities and best value principles.
- Secure and allocate resources to support effective learning and teaching within the subject area(s).
- Monitor and control the use of resources and budget according to the school's agreed financial procedures.

Developing Self and Working with Others

- Work with the Headteacher to build a professional learning community which enables others to achieve.
- Be committed to your own professional development.
- Implement successful performance management processes with allocated team of staff.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and others.
- Regularly review own practice, set personal targets and take responsibility for own professional development. Strengthening Community
- Work with the Headteacher to engage with the internal and external school community to secure equity and entitlement.
- Work with the Headteacher to collaborate with other schools and organisations in order to share expertise and bring positive benefits to their own and other schools.
- Work with the Headteacher to work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

Specific Duties for Deputy Headteacher

- To provide professional leadership and management of a key area of the School Development Plan as agreed, on an annual basis, with the Headteacher.
- To be responsible for behaviour policy and practice across the school.
- To deputise for the Headteacher in his/her absence.
- To take a major role in the day to day running of the school.
- To assist with the induction of new staff and provide mentoring, monitoring and support for NQTs and students.
- To take an active role in the Schools Leadership Team, contributing to the development of identified areas leading to high standards of teaching, effective use of resources and improved standards of learning and achievement for all children.
- To lead Teaching Assistants in Performance Management and training development.
- To identify and pursue leadership and management development opportunities (to be agreed and negotiated with the Headteacher who will give support throughout).