

JOB TITLE	Deputy Headteacher: Culture Behaviour and Attitudes	GRADE	L16-20
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ATTRIBUTES	DESCRIPTION The following are essential	Desirable
Qualifications	<p>QTS Permitted to work in the UK Evidence of relevant, substantial CPD</p> <p>This post is subject to an enhanced DBS check.</p>	<p>NPQSL DDSL SENDCo</p>
Knowledge and Experience	<ol style="list-style-type: none"> 1. Educational Leadership and Management <ul style="list-style-type: none"> • Experience in leading teams, inspiring staff, and managing school improvement initiatives. • Experience in developing and implementing school-wide strategies. • Experience in analysing student performance data to identify trends, set targets, and develop interventions. 2. Behaviour Management and Pastoral Care <ul style="list-style-type: none"> • Knowledge of social, emotional, and mental well-being of students. • Knowledge of how to support students with additional learning needs and disabilities. • Understanding of cultural, socio-economic and ability-related diversity in the student body and how to ensure more equitable opportunities for all. 3. Communication and Collaboration <ul style="list-style-type: none"> • Knowledge and experience of engaging with a wide range of stakeholders, including staff, parents, governors, and external partners. • Experience in working collaboratively with other members of the leadership team, heads of departments, and classroom teachers. 4. Management and Organisation <ul style="list-style-type: none"> • Experience in managing day-to-day operations. • Experience in supporting the professional development of staff. 5. Curriculum and Pedagogy <ul style="list-style-type: none"> • Understanding of curriculum. 	<p>Held the role of Assistant Headteacher.</p> <p>Experience in managing budgets.</p>

	<ul style="list-style-type: none"> • Innovative Teaching Strategies: Experience in adopting and promoting innovative teaching and learning methods to ensure student engagement and success. <p>6. Policy and Compliance</p> <ul style="list-style-type: none"> • Educational Legislation: Familiarity with current educational legislation, including safeguarding laws, equalities legislation, and policies related to student behaviour and attendance. • School Policies and Procedures: Ability to ensure the consistent application of school policies and procedures, ensuring the school is operating in line with legal and regulatory requirements. 	
Skills and Abilities	<ul style="list-style-type: none"> • Commitment to the ethos of the school. • Commitment to visible leadership, exemplifying high standards. • Ability to challenge constructively and at any level. • Openness to constructive feedback and conflicting viewpoints. • Skills in data analysis and responding to data. • The understanding of high-quality teaching and the ability to model this for others to support them to improve. • The ability to deliver high-quality CPD. • Effective communication and interpersonal skills. • Ability to communicate vision and inspire others. • Diplomacy and tact. • Ability to effectively manage pupils' behaviour in a positive manner with clear and consistent boundaries. 	
Personal Qualities	<ul style="list-style-type: none"> • A commitment to the best outcomes for students. • Trustworthy and reliable member of a team who always maintains confidentiality in a leadership context. • Commitment to ongoing professional development. • Commitment to safeguarding and equality. • Resilience and Adaptability: The ability to remain calm under pressure, adapt to changing circumstances, and respond effectively to challenges. • Problem-Solving: Strong problem-solving abilities to address issues as they arise, whether related to students, staff, or operational matters. • Vision and Integrity: A strong commitment to the values of the school, the ability to uphold the vision, and lead by example with integrity and professionalism. 	

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined as necessary by the Trust.

