

ROLES AND RESPONSIBILITIES OF DEPUTY HEADTEACHER (CULTURE, BEHAVIOUR AND ATTITUDES)

Although the role and specific responsibilities may change over time, allowing the successful candidate the opportunity to gain wide experience of school leadership, this role is currently envisaged primarily to provide leadership of Culture, Behaviour and Attitudes. This is a particular area of focus for the school and key responsibilities will include, but not be limited to:

Deputising for the headteacher as necessary & taking responsibility for the school in Headteacher's absence

Culture and Community:	
1	Establish and sustain the school's ethos and values.
2	Create a culture where students experience a positive and enriching school life.
3	Work in partnership with those responsible for governance, the Trust, external agencies and the wider school community.
4	Uphold ambitious educational standards which prepare students from all backgrounds for their next stage of life and education.
5	Ensure a culture of high staff professionalism.
6	Support colleagues in establishing a trust-wide culture of high performance for all students.
Behaviour:	
1	Lead the school's pastoral care and behaviour systems, developing strategies for improving behaviour, attendance, inclusion and safeguarding.
2	Manage a team of leaders, including the AHT for Behaviour.
3	Ensure that all documentation that sits with the management of behaviour is monitored and current.
4	Provide data to leadership, governance and Trust that is timely and current.
5	Establish and sustain high expectations for all, built on positive relationships, rules and routines, which are clearly understood by staff and students.
6	Ensure that adults within the school model and teach the behaviour expected from students.
7	Ensure that staff have access to high-quality professional development opportunities for behaviour management, meeting need and inclusion.
Attendance:	
1	Ensure a culture of excellent attendance.
2	Lead the school strategy for attendance and ensure that it is implemented consistently and effectively.
3	Provide data to leadership, governance and Trust that is timely and current.
4	Ensure that all strategy is monitored, and impact studies taken.
Inclusion:	
1	To ensure the highest expectations for all students whilst making reasonable adjustments to individual needs.
2	Oversight of Pastoral Support Plans and all other documentation used to support the inclusion of students.
3	Oversight of all interventions that support the inclusion of students, including the creation of impact notes.
4	Oversight of the pastoral and inclusion teams.

Personal Development:

1	Oversight and management of the personal development/co-curricular offer ensuring the highest possible provision for students.
2	Oversight of community engagement in all aspects of the personal development strategy.
3	Oversight of student leadership.
4	Oversight of the promotion and marketing of the school across all media forms.
5	Oversight of educational trips and visits.