



REF NO: PEN014

Deputy Headteacher (Progress)

Leadership Pay Scale L18-22

Closing Date | 9.00am Tuesday 23rd February 2021

Headteacher | Lucy Gambier

Executive Headteacher | Richard Baker

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Key Roles



The Deputy Headteacher (Progress) will work under the direction of the Headteacher at Penrice Academy and their key roles will include:

- Support day to day leadership of the school.
- Inspire, motivate and influence students and staff, taking a leading role in maintaining the highest possible standards of learning and progress.
- Provide a safe, calm and happy environment to enable all students and staff to focus on learning and progress.
- Lead on curriculum and learning across all aspects of school life.
- Contribute to the strategic leadership of the school in its relentless pursuit of our vision and ambition.
- Support a culture of self-improvement and ambition in staff and students, whilst balancing wellbeing and workload.
- Build positive relationships with all members of the school community, showing positive attitudes to them.
- Develop staff to become the best they can be, inspiring with the latest research and developments in educational thinking.
- Be an excellent role model, holding and articulating clear values and moral purpose.
- Be highly visible, consistent, and a supportive presence in and around the school.
- Leading substantial whole school initiatives as named on the school improvement plan.
- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all.
- Hold all staff to account for their professional practice and outcomes.
- If the Headteacher is absent, the Deputy Headteacher will deputise, as directed by the Executive Headteacher.
- The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).



Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▼ Qualified Teacher Status ▼ Degree in relevant subject ▼ Current and recent Professional Development 	<ul style="list-style-type: none"> ▼ NPQSL ▼ Master Degree in relevant subject
Experience	<ul style="list-style-type: none"> ▼ 3-5 years leadership experience at Assistant/Deputy level ▼ Line Management of curriculum teams ▼ Extensive teaching experience 	<ul style="list-style-type: none"> ▼ Leading staff training and development ▼ Involvement in school self-evaluation, including OFSTED training/experience ▼ Experience of managing complex HR/staffing issues
Skills and Knowledge	<ul style="list-style-type: none"> ▼ Working understanding of Ofsted and other educational frameworks ▼ Effective communication, presentation, and interpersonal skills ▼ Ability to communicate a vision and inspire others ▼ Ability to build a team and form effective working relationships ▼ Sound understanding of an effective secondary curriculum ▼ Able to evidence a sound understanding of working with data to improve outcomes for young people ▼ Acute understanding of how students learn ▼ Experience of working closely with other schools and Trusts to improve practice 	<ul style="list-style-type: none"> ▼ Understanding of school finances ▼ Ability to hold staff to account
Personal Qualities	<ul style="list-style-type: none"> ▼ A strong commitment to safeguarding children and young people; full awareness and knowledge of current national legislation for safeguarding and child protection ▼ Able to evidence and substantiate a commitment to developing a strong learning culture across the school ▼ Determination and passion for getting the best outcomes for all students ▼ Ability to work under pressure and prioritise effectively ▼ Commitment to uphold the high standards of the teaching profession at all times 	<ul style="list-style-type: none"> ▼ Unrelenting loyalty and optimism to the school and the Trust