



Job description: Deputy Headteacher

The Rackham C of E Primary School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details

Salary: L5 - L9

Hours: Full time

Contract type: Permanent

Reporting to: Headteacher

Responsible for: Curriculum, Teaching and Learning, Pupil Premium and Disadvantaged

Main purpose

The Deputy Headteacher, under the direction of the Headteacher, will take a major role in:

- Formulating the aims and objectives of the school
- Establishing policies for achieving these aims and objectives
- Managing staff and resources to that end
- Monitoring progress towards the achievement of the school's aims and objectives

If the Headteacher is absent, the Deputy Headteacher will deputise, as directed by the Governing Body.

Qualities

The Deputy Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct;
- Build positive and respectful relationships across the school community;
- Serve in the best interests of the school's pupils;
 - Effective, innovative and enthusiastic;
 - Has an ability to motivate, empower and inspire colleagues;
 - Excellent communicator;
 - Leads by example in their classroom practice;
 - Committed to high expectations of children's behaviour and attainment;
 - Experienced in teaching children with a wide range of educational needs;
 - Committed to working in partnership with the Headteacher, Governors and wider school community;

Able to drive forward developments in the curriculum;
Up to date with current education initiatives;
Proactive in managing change;
Motivated;
Organised.

Duties and responsibilities

School culture and behaviour

Under the direction of the Headteacher, the Deputy Headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and learning

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Ensure the teaching of a broad, structured and coherent knowledge based curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Consider and identify valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the broader curriculum that includes foundation subjects as well as core
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read
- Play a key role in researching, evaluating and leading staff through curriculum change
- Ensure teaching, curriculum and learning begins with Reception and raise the consciousness of all staff to include this

Pupil Premium and Disadvantaged

- Plan and oversee effective use of the Pupil premium budget and catch up funding to provide tuition and ensure this is monitored regularly
- Evaluate effectiveness of strategy and report on impact

Additional and special educational needs (SEN) and disabilities

Under the direction of the Headteacher, the Deputy Headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school fulfils statutory duties in relation to curriculum, teaching and learning regarding the [SEND Code of Practice](#).

Organisational management and school improvement

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the Governing Body and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload and wellbeing
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Allocate financial resources appropriately, efficiently and effectively to subject areas
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Work with the Headteacher and SLT to identify the route that the school will take in relation to curriculum overhaul to ensure an appropriate, knowledge based curriculum is delivered to pupils

Professional development

Under the direction of the Headteacher, the Deputy Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

Governance, accountability and working in partnership

Under the direction of the Headteacher, the Deputy Headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Other areas of responsibility

- To play a key role in ensuring the thoughts and feelings of staff are communicated to the Headteacher to ensure continued awareness of wellbeing in relation to workload and mental welfare of all staff.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none">• Qualified teacher status• Degree• NPQ Senior Leadership an advantage but not essential
Experience	<ul style="list-style-type: none">• Successful leadership and management experience in a school• Teaching experience• Involvement in school self-evaluation and development planning• Demonstrable experience of successful line management and staff development
Skills and knowledge	<ul style="list-style-type: none">• Data analysis skills, and the ability to use data to set targets and identify weaknesses• Understanding of high-quality teaching, and the ability to model this for others and support others to improve• Understanding of school finances and financial management• Effective communication and interpersonal skills• Ability to communicate a vision and inspire others• Ability to build effective working relationships

Notes:

This job description may be amended at any time in consultation with the postholder.

Last review date: 22.03.2023

Next review date:

Line manager's signature: _____

Date: _____

Postholder's signature: _____

Date: _____