

Deputy Headteacher
Full-time, Permanent

Salary L15 – L19
Start date April 2022

Introduction

An opportunity has arisen for the appointment of a Deputy Headteacher. The successful candidate will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; prior experience of deputising and a determination to succeed.

Thomas Alleyne's High School is a 13 – 18 school at the heart of its community, which provides a broad and balanced curriculum for students. We are committed to ensuring that every child has access to an outstanding education. Our successful track record of ensuring students make excellent progress has ensured improved outcomes for young people. We are passionate about staff development and are looking to develop future leaders.

Salary: 15 - 19

Responsible to: the Executive Headteacher

Responsibilities to be agreed on appointment to the role.

Primary Purpose of the role

- To implement the vision, exceptional and outstanding leadership and management for Thomas Alleyne's High School
- In the absence of the Executive Headteacher so take delegated responsibility for the leadership, internal organisation, management and control of the school, as delegated by the Executive Headteacher, and consult appropriately in so doing
- To build a collaborative learning culture within the school to ensure that every child reaches their full potential in all areas of their development
- To work with the necessary ability, vision, energy and enthusiasm, and as a skilled negotiator, with all, putting the needs of the children first
- To respond dynamically as appropriate to key national policies and initiatives
- To promote and safeguard the welfare of children and young persons for whom the Trust is responsible and those with whom they come into contact
- To carry out duties under the direction of the Executive Headteacher in relation to the leadership and management of Thomas Alleyne's High School. Manage the day to day running of the school in line with the vision of the Trust.

Shaping the Future

- Working with the governors and Executive Headteacher to co-construct and implement the strategic vision for school

- Ensure that the school vision is clearly articulated, shared, understood and acted upon effectively by all
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement and team ownership

Leading Teaching, Learning and Managing the Organization with continual Monitoring and Evaluation

- Lead by example, providing inspiration and motivation
- Demonstrate and articulate high expectations and set stretching targets for the whole community so that the department and departments line managed are performing in the top 20% of schools nationally
- Ensure compliance regarding health and safety requirement
- Together with the Executive Headteacher ensure at Thomas Alleyne's High School that there is a continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress of all students
- Challenge under-performance at all levels and ensure effective corrective action and follow-up
- Maintain and promote high standards of behaviour, discipline and attendance

Developing Self and Working with Others

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive Schooling culture
- Build a collaborative learning culture and communications strategy between the schools and actively engage with other schools to build effective learning communities
- Develop and maintain effective strategies and procedures for staff recruitment, induction, professional development and performance review
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams
- Develop and maintain a culture of high expectations for self and others and taking appropriate action when performance is unsatisfactory
- Regularly review own practice, set personal targets and take responsibility for own personal development by participating positively in arrangements made for appraisal
- Manage own workload and that of others to allow an appropriate work/life balance

Security Accountability

- Promote the School ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation, in keeping with performance management and appraisal procedures
- Work with the Governing Body, providing information, objective advice and support, to enable them to meet their statutory responsibilities
- Develop suitable quality assurance systems, including internal reviews, self-evaluation and performance management
- Present a coherent, understandable and accurate account of the department's performance to a range of audiences including the governors, staff, parents and carers
- Ensure every individual child has access to high quality teaching and learning

Strengthening Community

- Collaborate with other schools in order to share expertise and bring positive benefits
- Collaborate at both strategic and operational levels with parents, carers and across multiple agencies for the well-being of all children

Uttoxeter Learning Trust is committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service (DBS, formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form. All staff are also required to complete safeguarding training.

If you would like to discuss the role please contact Julie Rudge at headteacher@tahs.org.uk

For more information and an application pack **see attached documents or Visit our website:**

<http://www.thomasalleynes.uk/page/?title=Vacancies&pid=134>
or **gov.uk teaching Vacancies, The TES, WMJobs or SOTCC jobs**

e-mail: personnel@tahs.org.uk

Closing Date: 9.00am on Tuesday 18th January 2022

Interviews will be held: Wednesday 26th January 2022

Please email application forms to personnel@tahs.org.uk