

JOB DESCRIPTION



Job title: Federation Deputy Headteacher

Grade: L13-17

Accountable to: Headteacher

Place of Work: Weston Park Primary School/Weston Shore Infant School

Hours: 5 days a week

Role Remit:

The Deputy Headteacher will be responsible for:

- Contributing to the formulation of 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. The Deputy Headteacher will deputise in the absence of the Headteacher, as directed by the governing board. 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).

Key Responsibilities:

Leadership

- Support the headteacher with the day-to-day management of the school
- Communicate the school's vision compellingly and support strategic leadership
- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils
- Build positive and respectful relationships with all members of the school community

- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally
- Work with political and financial astuteness, translating policy into the school's context
- Seek training and continuing professional development to meet own needs
- Oversee the development and evolution of the curriculum.
- Lead assessment across the schools.

Pupils and staff

- Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes
- Ensure excellent teaching in the school, including through training and development for staff
- Establish a culture of 'open classrooms' as a basis for sharing best practice
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
- Identify emerging talents, coaching current and aspiring leaders
- Hold all staff to account for their professional conduct and practice
- Hold line management responsibility for the Assistant Headteachers responsible for standards.

Systems and processes

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour
- Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice
- Work with the governing board as appropriate
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources
- Support distribution of leadership throughout the school

The self-improving school system

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
- Develop effective relationships with fellow professionals
- Model entrepreneurial and innovative approaches to school improvement and leadership
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education

Other areas of responsibility

- The Deputy Headteacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Other Duties:

At an appropriate level, according to the job role, grade and training received, all employees in the Trust are expected to:

- Support the aims, values, mission and ethos of the Trust and participate to the team approach of the Trust
- Attend and contribute to staff meetings and training days as required, and identify areas of personal practice and experience to develop

- Take appropriate responsibility for safeguarding and children's welfare and be aware of confidential issues linked to home/child/teacher/academy and keep confidences appropriately
- The post holder at all times, whether or not in the employ of our schools or Trust and except where such information is in the public domain maintain the strictest secrecy with regard to the business affairs of our schools or Trust and its customers/stakeholders, products and product lists
- Be aware of health and safety issues and act in accordance with the Health and Safety Policy
- To liaise with other staff, contractors and outside agencies/organisations as appropriate

The post holder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar, and they have appropriate qualifications or received appropriate training to carry out these duties.



All about the child

PERSON SPECIFICATION



The person specification comprises of:

- Part one - Qualifications, training and experience
- Part two - Qualities and Behaviours: for school leadership now and in the future

Candidates should note that the elements markers with an 'APP' are expected to be addressed in the written statement as part of the application. These will be used by the panel to shortlist for the interview stage.

Part 1: Qualifications, training and previous experience

Candidate is able to provide pertinent evidence of their previous education, training and experiences	Essential (E) or Desirable (D)
Professional experiences and qualifications: <ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Degree 3. Professional development in preparation for a leadership role 4. Successful leadership and management experience in a school 5. At least four years teaching experience 6. Involvement in school self-evaluation and development planning 7. Line management experience 8. Experience of contributing to staff development 9. Leadership of a school curriculum or the ability to lead this key area of the school. 10. Leadership of whole school assessment or the ability to lead this key area of the school. 11. Ability manage other members of staff successfully 12. Proven leadership of those in senior positions (for example Assistant Headteachers). 	<ol style="list-style-type: none"> 1. E 2. E 3. E 4. E 5. E 6. D 7. E 8. E 9. E 10. E 11. E 12. D

Part 2: Qualities and Behaviours

Leadership Qualities and Behaviours: Candidate is able to give significant examples of the ways in which they exhibit the following characteristics	Essential or Desirable
<ol style="list-style-type: none"> 1. Data analysis skills, and the ability to use data to set targets and identify weaknesses 2. Understanding of high-quality teaching, and the ability to model this for others and support others to improve 3. Understanding of school finances and financial management 4. Effective communication and interpersonal skills 5. Ability to communicate a vision and inspire others 6. Ability to build effective working relationships 7. Ability to be a part of a thriving, positive team 	<ol style="list-style-type: none"> 1. E 2. E 3. D 4. E 5. E 6. E 7. E
Has the following personal qualities: <ol style="list-style-type: none"> 1. A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 2. Ability to work under pressure and prioritise effectively 3. Commitment to maintaining confidentiality at all times 4. Commitment to safeguarding and equality 	<ol style="list-style-type: none"> 1. E 2. E 3. E 4. E