

Deputy Headteacher Role Profile

Job Title: Deputy Headteacher

Salary: L8 – L12

Location: Wolverham Primary and Nursery School

Reports to: Headteacher

Core Purpose

The Deputy Headteacher plays a pivotal role in the leadership and management of the school, ensuring the highest standards of education, safeguarding, and wellbeing for all pupils. As a key member of the senior leadership team (SLT), they will support the Headteacher in delivering the school's vision, driving school improvement, and fostering a culture of high expectations and continuous professional development.

Key Responsibilities

Strategic Leadership

- Contribute to the strategic development and direction of the school in line with its vision, values, and improvement priorities.
- Deputise for the Headteacher in their absence, ensuring seamless operational leadership.
- Lead on whole-school initiatives, policies, and improvement strategies to raise standards of teaching and learning.
- Support the Headteacher in developing a strong, positive, and collaborative school culture.

Teaching and Learning

- Champion high-quality teaching and learning across the school, ensuring consistent implementation of best practices.
- Monitor and evaluate the impact of teaching and curriculum development on pupil outcomes.
- Lead on professional development, coaching, and mentoring of staff to enhance teaching standards.
- Use data and assessment effectively to inform planning, interventions, and decision-making.

Safeguarding and Pupil Wellbeing

- Work as part of the safeguarding team, ensuring a robust safeguarding culture and compliance with statutory requirements.
- Promote pupil wellbeing, inclusion, and positive behaviour management strategies.
- Work with external agencies, parents, and carers to provide appropriate support for pupils.

Staff Development and Leadership

- Provide leadership and line management to designated staff members, ensuring clarity of expectations and accountability.
- Lead performance management processes, identifying development needs and ensuring high staff morale.
- Develop leadership capacity within the school, identifying future leaders and supporting career progression.

School Operations and Management

- Support the effective deployment of resources, including staffing, timetabling, and budgets, to enhance school effectiveness.
- Ensure compliance with all statutory and regulatory requirements, including safeguarding, health and safety, and curriculum standards.
- Lead and contribute to school self-evaluation, inspections, and external assessments.

Person Specification

Essential

- Qualified Teacher Status (QTS)
- Proven track record of improving teaching, learning, and pupil outcomes.
- Strong leadership and management experience within a school setting.
- Ability to drive school improvement and implement strategic initiatives.
- Deep understanding of safeguarding, behaviour management, and inclusive practices.
- Excellent communication and interpersonal skills to build relationships with pupils, staff, and the wider school community.
- Commitment to continuous professional development and reflective practice.

Desirable

- NPQ or further leadership qualifications.
- Experience of working across key stages or in multiple educational settings.
- Experience in budget management and resource allocation.
- Knowledge of emerging trends in education and curriculum development.

Commitment to Safeguarding

Concordia Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. This role requires an enhanced DBS check and thorough pre-employment safeguarding checks. The successful candidate will be expected to uphold and implement all safeguarding policies and procedures, ensuring a safe and supportive environment for all pupils.

How to Apply

Interested candidates should submit a completed application form and a cover letter outlining their suitability for the role of no more than 2 sides of A4, font size 12. For more information, please contact Jenni Ogden head@wolverham.cheshire.sch.uk