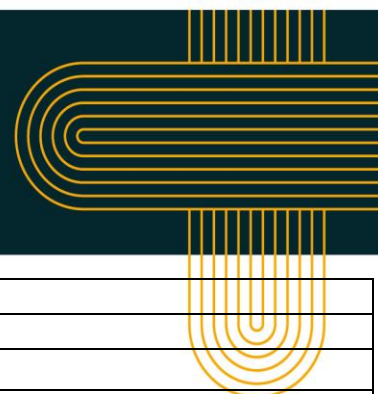




Post title:	Leader of Upper School
Responsible to:	Vice Principal – Quality of Education
Responsible for:	Curriculum Leaders and multiple staff
TLR:	TLR1a
This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.	
Job Purpose:	To provide strategic leadership for upper school, leading the development, implementation and evaluation of provision to secure outstanding outcomes for students and contribute to whole-school improvement. The post holder will be accountable for standards, achievement, attendance, behaviour and progression across upper school, ensuring that curriculum, teaching and pastoral provision are consistently effective and aligned with academy priorities. Through the leadership and development of Curriculum Leaders and other staff, the role will drive continuous improvement, quality assurance and innovation, contributing significantly to academy-wide strategy, self-evaluation and improvement planning whilst ensuring the highest standards of inclusion, engagement and educational achievement.
Key Role Specific Responsibilities	
Strategic Leadership and Academy Improvement	• Provide strategic leadership for upper school, contributing to the development and delivery of academy improvement priorities. • Lead the implementation, monitoring and evaluation of initiatives designed to improve student outcomes across upper school and the wider academy. • Contribute to academy self-evaluation, development planning and quality assurance activities. • Develop, implement and review policies, systems and procedures to support effective provision and continuous improvement. • Provide professional advice and expertise to senior leaders on curriculum, inclusion and student outcomes. • Contribute to whole-school decision-making and strategic planning as a member of the middle leadership team.
Curriculum Leadership and Quality of Education	• Lead the strategic development, implementation and evaluation of the upper school curriculum. • Ensure curriculum provision is ambitious, engaging and responsive to the needs of all learners. • Hold Curriculum Leaders accountable for curriculum planning, implementation and impact within their subject areas. • Lead curriculum reviews and evaluate the effectiveness of curriculum delivery through the analysis of performance information and stakeholder feedback. • Drive improvements in teaching, learning and assessment across upper school. • Ensure curriculum provision supports positive destinations, progression and long-term student success.

Leadership and Management of Staff	• Provide line management and professional leadership to Curriculum Leaders and other designated staff. • Hold staff accountable for the quality of provision, student outcomes and delivery of academy priorities. • Lead performance management, objective setting and professional development processes for line-managed staff. • Develop leadership capacity through coaching, mentoring and support of middle leaders. • Lead and coordinate the work of multiple staff teams to ensure consistent and effective practice. • Challenge underperformance and implement appropriate support and improvement strategies.
Student Outcomes, Standards and Accountability	• Be accountable for achievement, progress, attendance, behaviour and destinations across upper school. • Monitor and evaluate performance data to identify trends, strengths and areas for development. • Implement targeted strategies and interventions to secure improved student outcomes. • Ensure robust systems are in place to monitor student performance and support vulnerable learners. • Report regularly to senior leaders on standards, outcomes and areas requiring action. • Evaluate the effectiveness of interventions and ensure resources are deployed to maximise impact.
Quality Assurance and Continuous Improvement	• Lead quality assurance activities across upper school, including lesson observations, learning walks, work scrutiny and data reviews. • Monitor standards across curriculum areas and ensure consistent high-quality provision. • Evaluate the impact of teaching, curriculum and intervention strategies and implement improvements where required. • Support Curriculum Leaders in monitoring standards and driving improvement within their areas of responsibility. • Ensure academy expectations are consistently implemented across upper school.
Stakeholder Engagement and Partnerships	• Develop and maintain effective relationships with parents, carers and external agencies. • Represent the academy at meetings with stakeholders and professional partners where appropriate. • Work collaboratively with senior leaders, pastoral leaders and external professionals to support student success. • Promote a culture of high expectations, inclusion and collaboration across the academy.

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa.

Please note that, as a sponsor licence holder, we only provide sponsorship for teacher vacancies.