**Job Description**

**DEPUTY HEADTEACHER- DURHAM LANE PRIMARY SCHOOL**

**This job description should be read in conjunction with the School Teachers Pay and Conditions Document**

**In addition to carrying out the professional duties of a teacher, the Deputy Headteacher will:**

* have a major role in the leadership of the School;
* has a core responsibility for teaching and learning through school;
* demonstrate high standards of personal integrity, loyalty, discretion, optimism and professionalism;
* work in partnership with the Headteacher to sustain the school’s continuous drive to improve standards and achievement through outstanding provision;
* assume the duties of the Headteacher in their absence;

**Strategic Direction and Development of School**

The Deputy Headteacher will work with the Headteacher, Governing Body, staff and pupils to develop the strategic vision of the School within its community.

**The Deputy Headteacher will:**

* contribute to the creation and implementation of the School Development Plan and the School Self-Evaluation;
* analyse data and use those findings to inform the School Development Plan;
* successfully lead English;
* successfully work with other subject leaders to lead on curriculum;
* work with the Head Teacher to review and develop school policies;
* communicate effectively the long, medium and short term objectives of the SDP to all staff;
* contribute to the planning of effective organisational and administration systems;
* support the Head Teacher to analyse data and use those findings to inform the School Development Plan and practice;
* contribute to school strategies to ensure that all pupils achieve well;

**Teaching and Learning**

The Deputy Headteacher will work with the Headteacher and Governing Body to maintain an environment that promotes and secures outstanding teaching and learning, high standards of achievement and excellent behaviour. In particular, the Deputy Headteacher will take the lead for significant areas, such as Curriculum Development, Policies and English.

**The Deputy Headteacher, in partnership with the Headteacher, will:**

* provide a clear educational direction for the school;
* contribute to the establishment and implementation of policies that promote effective professional practice;
* contribute to monitoring and evaluating the quality of teaching and learning;
* create and maintain an effective partnership with families to improve children’s achievement and personal and social development;
* provide subject leadership as appropriate to personal expertise and / or the needs of the school;

**Leading and Managing Staff**

Working with the Headteacher, the Deputy Headteacher will lead, motivate, support, challenge and develop staff to secure improvement.

**The Deputy Headteacher will:**

* support the Headteacher to ensure professional duties are fulfilled as specified in the terms and conditions of service for teachers;
* plan, allocate, support and evaluate the work undertaken by teaching and support staff as groups, teams and individuals;
* be responsible for the appraisal and professional development of named staff (teachers, teaching assistants and support staff);
* motivate and enable all staff to develop expertise in their respective roles through continuing professional development;
* provide an example of ‘excellence’ and inspire other staff;

**Efficient and Effective Deployment of staff and resources**

Working with the Headteacher the Deputy Headteacher will contribute to decisions about the deployment of staff.

**The Deputy Headteacher will:**

* Work with the governors and Headteacher to recruit and appoint staff.

**Accountability**

The Deputy Headteacher will support the Headteacher to account for the effectiveness of the school to the Governors and others, including families, staff and the local community.

**The Deputy Headteacher will:**

* provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and improve standards of achievement;
* support all staff in their accountability for the school’s success;
* present regular reports on the school’s performance to Governors, LA and Ofsted as required;
* contribute to the establishment and monitoring of systems that keep families well informed about the curriculum, and children’s learning;

**Safeguarding**

The Deputy Headteacher will support the Headteacher, staff and Governors in managing safeguarding within school, in the implementation of the Child Protection Policy and other related policies.

**The Deputy Headteacher will:**

* act as the Designated Safeguarding Lead in the absence of the Headteacher;
* attend training appropriate to the role of Designated Safeguarding Lead;
* manage referrals and attend meetings as appropriate;
* raise awareness of Child Protection and safeguarding within the school community;

Whilst the main duties and responsibilities of the post are set out above, the job description is not an exhaustive list of tasks and each individual task to be undertaken has not been identified. The Deputy Headteacher will, in addition, undertake such reasonable activities as the Headteacher and Governors may require, from time to time.

The work of schools changes and develops continuously which in turn requires staff to adapt and adjust. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teachers’ terms and conditions of employment and/or any relevant school improvement priorities set. Any major changes will involve discussion and consultation.

**PERSON SPECIFICATION**

**DEPUTY HEADTEACHER DURHAM LANE PRIMARY SCHOOL**

Please use the key below so that you know where we will look for evidence that the criteria have been met.

A = Application

R = Reference

P = Presentation

FI = Formal Interview

T = Task

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|  |  | **Essential** |  | **Desirable** | **Sources of Evidence** |
| **Education and Training** | **1** | Recognised QTS | **17** | Interest in future NPQH | **A** |
| **2** | Evidence of commitment to own professional development |  |  | **A/FI** |
| **Relevant Experience** | **3** | Sustained experience and / or in-depth knowledge of teaching in KS2 |  |  | **A/R/FI** |
| **4** | Excellent classroom teacher with a proven commitment to improving the quality of children’s learning | **R/FI/T** |
| **5** | Evidence of successful leadership, including school improvement and curriculum planning in English |  |  | **A/R/P/FI** |
| **6** | Evidence of liaising collaboratively with colleagues | **18** | Experience in organising and leading whole school assemblies and events | **A/R/FI/P** |
| **7** | Knowledge and commitment to effective behaviour for learning |  |  | **A/T** |
| **8** | Experience of monitoring teaching and learning to improve outcomes | **19** | Experience of Performance Management / Teacher Appraisal | **A/T** |
| **9** | Ability to use data to raise standards |  |  | **A/FI/P** |
|  |  | **20** | Evidence of participating in and developing extra-curricular activities | **A** |
| **Skills and Aptitudes** |  |  | **21** | Ability to foster links with local community and with other schools, locally, nationally and internationally | **FI** |
| **10** | Ability to enthuse and lead a team with sensitivity and energy |  |  | **A/R/FI** |
| **11** | Ability to motivate and communicate effectively with a wide range of stakeholders | **22** | Experience of effective working with Governors | **A/FI/R** |
| **12** | Experience of change management |  |  | **A/FI** |
| **13** | Passionate about children’s learning |  |  | **P/FI/A** |
| **14** | Stamina / resilience |  |  | **FI** |
| **Safeguarding and Promoting the Welfare of Children and Young people** | **15** | Experience in the safeguarding and promoting the welfare of children and young people | **23** | Experience as a Deputy Safeguarding Lead | **FI/A** |
| **16** | Has current knowledge on recent national and local safeguarding developments |  |  | **A/FI** |
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