**Salary: L10-L14**

**Reporting to: The Headteacher**

Role: Deputy Head Teacher

**Core Purpose**

To assist the Headteacher in the development of the school in the quest from Good to Great through ethical and inspirational leadership. To promote a culture of safety, kindness and collaboration with the students at the core of everything you do. To have high standards of academic and holistic excellence to improve the life chances of our children.

**Duties**

**Strategic**

* Support the Headteacher in developing and communicating a clear strategic vision of how to develop and maintain the school successfully to Outstanding
* Have a deep understanding of research-based pedagogy
* Implement accurate performance indicators for students and staff and hold everyone accountable for them
* Have up to date understanding of Ofsted requirements and ensure the effective and rigorous self-review framework is embedded within the school
* Lead on designated sections of the School Development Plan
* Support the development of effective, high performing teams across the school through the delivery of training and through coaching.
* Support the Headteacher in managing the school effectively and ensuring the successful implementation of change, and deputise in their absence.
* To work collaboratively with the Headteacher, Senior Leadership Team, Governors, Local Authority and other stakeholders.

**Teaching and Learning**

* Work with the Headteacher in the strategic leadership of a key area of school improvement, its development and delivery that meets the needs of individual students and maximises the opportunity for each individual to achieve excellent outcomes
* Ensure that learning and teaching policy and practice are at the highest standard
* Effective use of data analysis to raise standards
* Understand and implement an assessment framework that will provide accurate and timely information for students, parents, teachers and governors
* Oversee the quality of learning and teaching through regular monitoring and reviews within the school and intervening where necessary
* Use data from stakeholder consultation in order to critically evaluate learning and teaching
* Have an oversight of the performance of vulnerable groups

**Leading and Managing Staff**

* Create a school ethos that fits with the school vision
* Lead by example with integrity, creativity, resilience and clarity, demonstrating optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and Governors
* Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels
* Maximise the contribution of staff to improve the quality of education provided and standards achieved
* Create and maintain good working relationships among all members of the school community
* Sustain their own motivation and that of staff for whom they are accountable
* Promote the school ethos in which the highest achievements are expected from all members of the school community
* Contribute to an effective and rigorous Performance Management process
* Work with colleagues to deploy all staff effectively in order to improve the quality of education provided
* Support the Headteacher in seeking to ensure adequate resources for the school

**Standards**

* Oversee regular and systematic reviews of standards to ensure early identification of strengths and weaknesses ensuring effective interventions are made
* Support senior and middle leaders in the effective review of standards in their areas of responsibility
* Motivate students and staff to achieve the highest possible standards and secure the best possible outcomes
* Establish and maintain clear improvement plans, targets and expectations in relation to standards, quality and achievement
* Use assemblies to motivate and inspire students
* Ensure the smooth running of the school, including effective communication and timetabling

**Community**

* To attend Governors’ meetings, evening and special events
* Ensure that Citizenship and Spiritual, Moral Social and Cultural aspects are embedded throughout the school and its interface with community partners
* To represent the theologically rooted Christian values of the school
* To ensure that all stakeholders at the school feel represented, supported and valued

**Safeguarding of students and Duty of care**

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it’s essential you know what actions to take. Annual safeguarding training is offered to all staff at St John’s, and it is the staff member’s

responsibility to be aware of the most up to date guidance documented in the Keeping Children Safe in Education document (Department of Education).