



## Job Description

**Job Title:** Deputy Headteacher (Culture & Behaviour)

**Salary:** L18-L22

**Hours:** As required.

**Reporting to:** Headteacher

### Main purpose

The Deputy Headteacher will provide the leadership required to work with the Headteacher to achieve excellence in terms of students' behaviour, attitudes and wider personal development. They will represent the Headteacher and be flexible to support outside their responsibilities when required.

### STRATEGIC DIRECTION AND DEVELOPMENT

- Make a significant contribution to the development, communication and implementation of the school's vision of impeccable behaviour where teachers can teach, and students can focus on learning without disruption.
- Ensure that the behaviour curriculum and routines are explicitly taught, embedded and reviewed to maintain a culture of high expectations so that students are well-prepared for success.
- Lead on quality assurance of behaviour & attitudes to ensure consistent implementation of the warm/strict centralised behaviour system
- Promote and uphold the RIDES values and ethos of the school and Endeavour MAT such that the highest achievements are expected from all members of the school community.
- Lead on strategic areas of school improvement through formulating, devising, agreeing and monitoring improvement plans to maximise impact.

### STUDENT WELFARE, BEHAVIOUR AND ATTITUDES AND PERSONAL DEVELOPEMENT

- Ensure a high-quality pastoral structure so that behaviour and attitudes are outstanding, supporting all students to lead successful lives.
- Promote collaboration and team working to put in place additional support and intervention to support students in meeting behaviour expectations.
- Ensure a data driven approach to tracking and monitoring good behaviour around school and in lessons. Ensure staff expectations are high and establish a culture of praise and consistent applications of consequences.
- Proactively promote an atmosphere of respect, recognition, joy, and mutual support in the school.
- Maintain an environment which feels safe and enables students to report any concerns or complaints.

## **LEADING TEACHING AND LEARNING**

- Make a significant contribution to ensuring high quality teaching and learning across the school leading to good or better academic progress for students through reinforcing the link between behaviour and learning in the classroom.
- Promote the development of students' moral, spiritual, physical and social progress through supporting the implementation of the wider personal development of students.
- Drive innovation in education, ensuring the school is able to respond to a changing external environment and that the skills, learning and aspirations of children and young people are developing and enhanced at all key stages.
- Monitor, evaluate and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures.

## **LEADERSHIP OF PEOPLE**

- Provide exemplary leadership for the whole school community acting as a role model for staff and students.
- Ensure a high level of presence and proactive visibility around school and promote high staff morale and ownership of the behaviour for learning expectations.
- Contribute to the provision of high-quality training and development for all staff which empowers staff at all levels to lead and initiate improvements.
- Develop high-quality leadership in both academic and pastoral areas through effective line management of middle and senior leaders.
- Manage staff performance and conduct effectively and resolve complaints.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

## Person Specification – Deputy Head Teacher

Criteria	Essential	Desirable
Qualified Teacher Status	X	
A good honours degree or equivalent	X	
Evidence of working within a Multi Academy Trust		X
Evidence of continuous professional development at a senior leadership level	X	
Evidence of continuous professional development	X	
Experience and knowledge of school self-evaluation processes	X	
Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways.	X	
Currently a senior leader who has a track record of securing clear improvements within your areas of responsibility.	X	
Demonstrable experience of maintaining high standards of behaviour by raising expectations through clear communication, thorough organisation and high-quality staff training	X	
Able to analyse relevant data to inform school improvement and to set realistic & challenging targets for students and staff	X	
Experience of coaching, mentoring, directing, and challenging senior members of staff	X	
Resilience, with the ability to deliver a complex and demanding workload	X	
Good interpersonal skills including being able to deal influence, negotiate and deal, with conflict	X	
Clear educational philosophy	X	
Commitment to supporting both personal and professional development of others	X	
Willingness to share expertise and collaborate across Endeavour MAT	X	
Effective collaboration skills - ability to build and draw on the strengths of others to generate outstanding results	X	
Excellent communication skills with parents and other stakeholders	X	
A flexible approach to working hours	X	
Use of car and current driving licence	X	
Evidence of a commitment to safeguarding and promoting the welfare of children and young people.	X	
Unashamedly high expectations in all aspects of school life	X	

### Application process:

Applications will be processed as they arrive, with interviews following shortly after.  
We reserve the right to close the application process early.

***As a Trust we are fully committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.  
All offers of employment are subject to an Enhanced DBS check.***