



Whitehill Primary School

Deputy Head

Reports to: Headteacher

Job Description

Main purpose of the job

Under the overall direction of the headteacher play a lead role in:

- I. formulating the aims and objectives of the school and establishing the policies through which they are to be achieved
- II. Support the Head Teacher on the strategic development of Inclusion within the school (including SEN, EAL, Behaviour, Play, Extended Services and Social Support/Welfare, Looked After Children and Attendance).
- III. Take strategic lead and accountability on all facets of Inclusion
- IV. Proactively manage staff and resources with full oversight for the Inclusion Team
- V. Directly line manage AHT (SEN), Family Liaison Officer, Pastoral and Well-being Service, Breakfast and After School Club Leaders and Lunchtime Leader.
- VI. Taking responsibility for child protection issues as appropriate
- VII. Taking responsibility for promoting and safeguarding the welfare of children and young people within the school
- VIII. Taking full responsibility for the school in the absence of the headteacher

Duties and responsibilities

Shaping the future

- In partnership with the headteacher and governors establish and implement an ambitious vision and ethos for the future of the school
- Play a leading role in the school improvement and school self-evaluation planning process including the ownership of the creation, and then the successful delivery, of significant objectives in development planning
- In partnership with the headteacher manage school resources
- Devise, implement and monitor action plans and other policy developments
- Be outward facing, through local and national partners, to develop approaches and strategies into the school.
- Lead by example to motivate and work with others
- In partnership with the headteacher, lead by example when implementing and managing change initiatives

Leading teaching, learning and assessment

- Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community
- Work with the headteacher to raise standards through staff performance management
- Lead the development and delivery of training and support for staff.
- Work in partnership with the headteacher in managing the school through strategic planning and the formulation of policy and delivery of strategy, ensuring management decisions are implemented
- Develop and review systems to ensure robust evaluation of school performance, progress data and actions to secure improvements against appropriate national standards
- Ensure through leading by example the active involvement of pupils and staff in their own learning

Developing self and others

- Support the development of collaborative approaches to learning within the school and beyond
- Organise and support the induction of staff new to the school and those being trained within the school
- Participate as required in the selection and appointment of teaching and support staff
- Be an excellent role model for both staff and pupils in terms of being reflective and demonstrating a desire to improve and learn
- Take responsibility and accountability for identified areas of leadership, including statistical analysis of pupil groups, progress data and target setting
- Work with the headteacher to deliver an appropriate programme of professional development for all staff including quality coaching and mentoring, in line with the school development plan and performance management
- Lead the annual appraisal process for all identified support and teaching staff including other leaders.

Managing the organisation

- Lead regular reviews of all school systems to ensure statutory requirements are being met and improved on where appropriate
- Ensure the effective dissemination of information, the maintenance of and ongoing improvements to agreed systems for internal communication
- Working with the headteacher, undertake key activities related to professional, personnel/HR issues
- Manage HR and other leadership processes as appropriate e.g. sickness absence, disciplinary, capability
- Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school
- Be a proactive and effective member of the senior leadership team
- Ensure the day-to-day effective organisation and running of the school including the deployment of staff as appropriate
- To undertake any professional duties, reasonably delegated by the headteacher

Securing accountability

- Lead and support the staff and governing body in fulfilling their responsibilities with regard to the school's performance and standards
- Support the headteacher in reporting the school's performance to its community and partners
- Promote and protect the health and safety welfare of pupils and staff
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

Strengthening community

- Work with the headteacher in developing the policies and practice, which promote inclusion, equality and the extended services that the school offers
- Promote the positive involvement of parents/carers in school life
- Organise and conduct meetings where appropriate with parents and carers to ensure positive outcomes for all parties
- Strengthen partnership and community working
- Promote positive relationships and work with colleagues in other schools and external agencies
- Attend governing body meetings, including presenting agenda items as required

Selection Criteria:

Experience and evidence:

- Recent experience of working successfully as a middle or senior leader in a school.
- Evidence of major whole school responsibilities and experience of turning policy into effective and successful practice.
- Successful leadership of SEN and/or inclusion, including responsibility for raising standards, with clear evidence of success.
- Experience of reviewing whole school systems and identifying gaps and areas for improvement and devising solutions
- Experience in creating overarching systems to allow monitoring and evaluation
- Experience of analysing data, to evaluate the performance of pupil groups and pupil progress, and plan an appropriate course of action for whole school development
- Experience of supporting, motivating and inspiring both colleagues and pupils by leading through example.
- Able to demonstrate a background of very strong teaching and very strong leadership

Competencies:

- Excellent Communicator
- Strong strategic decision maker
- Accomplished coach
- Accomplished mentor
- Proactive problem solver
- Effective Team Player

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.