

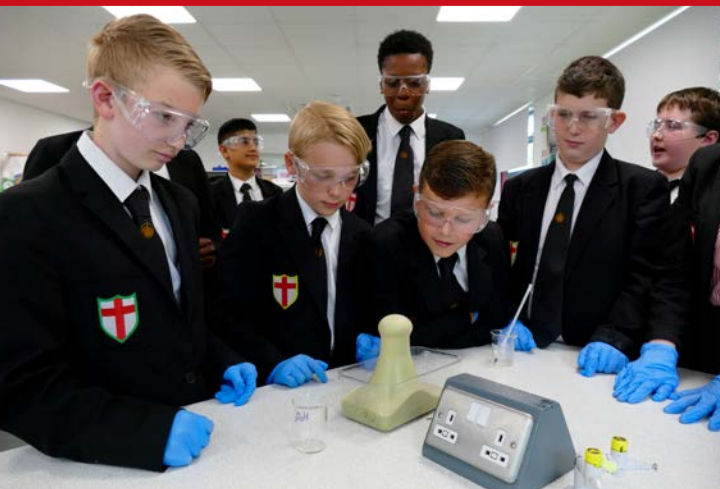


# Vacancy Pack

Deputy Headteacher (Teaching, Learning & Assessment)



# Saint George's Church of England School





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## **AAAT vision**

**Aletheia schools are motivated by Christian values to serve our communities by improving the life chances of local children. Our schools seek to embody the Christian experience of community, where gifts are shared, where the emphasis is on what can be contributed and where each is given according to need. Aletheia schools welcome those of all faiths and none and are proud of the inclusive nature and diversity of each cohort. At the heart of the Aletheia vision are the belief in educational excellence and the belief that Aletheia is called to serve pupils, staff, parents and the local community by providing places where children and young people develop and thrive intellectually, socially, culturally and spiritually.**

**Aletheia is committed to sustaining and further improving high-quality schools and supporting schools in need of specific improvement. We seek to provide a range of support to schools that draws upon the wealth of practice from across our Trust, broaden the expertise available to schools through flexible working arrangements and retain the capacity to respond rapidly and effectively to the needs of individual schools. Pedagogical excellence is at the heart of all we do, with a sustained focus on collaborative and mastery learning. Our Teacher Training 'Hub' status aids our mission to recruit, train and retain staff of the highest quality within our local community.**

**The Trust provides a coherent and logical geographical context for all constituent schools. Belonging to a local Trust offers greater opportunities for influence than single schools can achieve; through collaboration the Trust aims to be greater than the sum of its individual member schools. We believe that the success of Aletheia is fostered by the opportunities for schools, leaders and governors to step forward as co-shapers of a school-led and self-improving system. Designated as an approved academy sponsor, we offer our distinctive ethos, school improvement strategy and strength of leadership to ensure all schools are supporting students to achieve of their very best.**

**AAAT will deliver its vision by:**

- Developing a Trust for all ages /phases of education, with member schools working in partnership and learning from each other.
- Promoting a Church of England ethos based on a belief in the value and potential of every student to achieve excellence academically; in religious education and their wider studies and become fully the person God intends.
- Pursuing educational excellence, so that outcomes for all learners are as good as they can be.
- Creating strong leadership at all levels that impacts effectively on academy performance.

**All schools joining the Trust will have already established their support for and belief in these core principles.**

# Leadership Structure

*Executive Headteacher/CEO*

*Head of School*

*Deputy Headteacher  
(Raising Standards)*

*Deputy Headteacher  
(Teaching, Learning and  
Assessment)*

*Assistant  
Headteacher  
(Behaviour and  
Inclusion)*

*Assistant  
Headteacher  
(Primary Phase)*

*Assistant  
Headteacher  
(Community &  
Stakeholders)*

Support Leads:

Site Manager

ICT Lead

Finance Lead

PA to SLT

# Job Description

## **Job Purpose:**

To be responsible for the development, organisation, monitoring and evaluation of teaching, learning and assessment.

## **Key Accountabilities:**

To carry out the duties of Deputy Headteacher as set out in the current Schoolteachers' Pay and Conditions of Service Document. This includes carrying out such reasonable duties as the Headteacher may reasonably delegate and to undertake, as required by the Headteacher and Governing Body, the professional duties of the Headteacher in their absence.

## **Shaping the Future:**

- Contribute to writing the SEF and SDP.
- Lead the development of teaching, learning and assessment across the school.
- Lead on the development of the school's delivery of remote learning.
- Raise standards and achievement in all Key Stages.
- Co-construct a curriculum that allows students to achieve of their very best and prepares them well for the future.

## **Leading Teaching, Learning and Assessment:**

- Ensure all students are offered high quality teaching and learning in all areas of the curriculum.
- Identify areas of underachievement and produce plans to tackle these.
- Provide training for staff on effective teaching, learning and assessment.
- Promote the active involvement of students in their own learning.
- Development an effective assessment framework.
- Monitor and evaluate teaching, learning and assessment; providing support where necessary.
- Support the development of collaborative approaches to teaching and learning.
- Model a process of disciplined innovation when developing policy and practice.

## **Managing and leading teams:**

- Line manage specific curriculum areas.
- Monitor performance of middle managers and ensure accountability.
- Ensure professional development supports the SDP.
- Set high expectations of achievement.

## **Managing Policy and Planning:**

- Develop action plans in areas of responsibility in order to bring about improvement.
- Maintain and review teaching and learning and assessment policies.
- Support the Governing Body in meeting its responsibility to account for the performance of the school.

# Person Specification:

Requirement:	Essential:	Desirable:
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Teaching qualification – teaching degree, or degree with PGCE</li> </ul>	
<b>Professional Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>Be passionate and imaginative about teaching, learning and assessment possibilities.</li> <li>Be up to date with current educational thinking around teaching, learning and assessment with a capacity to turn theory into practical action.</li> <li>Ability to think creatively, analyse problems, reach judgements and find resolutions.</li> <li>Current experience of senior leadership.</li> <li>Ability to use data to inform and improve teaching, learning and assessment.</li> <li>Involvement in leading and designing whole school teaching, learning and assessment strategy.</li> <li>Ability to use all data to identify strategies for improvement with clearly identified success criteria.</li> <li>Evidence of leading school-wide initiatives.</li> </ul>	<ul style="list-style-type: none"> <li><b>Experienced in monitoring and evaluating teaching, learning and assessment.</b></li> <li><b>Significant experience of working with staff to improve teaching and learning.</b></li> <li><b>Ability to set targets for improvement.</b></li> <li><b>Experience of using data systems.</b></li> </ul>
<b>Personal Qualities and Skills</b>	<ul style="list-style-type: none"> <li><b>Demonstrate effective classroom practice and thorough planning, demanding expectations, clear targets for learning and effective use of assessment.</b></li> <li><b>Is judged to be a good or outstanding teacher.</b></li> <li><b>Ability to use ICT for teaching, learning and personal record keeping.</b></li> <li><b>Ensure high levels of pupil engagement, independence, and motivation.</b></li> <li><b>Work as an effective team member to ensure the delivery of high-quality teaching, learning and assessment.</b></li> <li><b>Committed to safeguarding and promoting the welfare of children.</b></li> <li><b>Have good personal organization.</b></li> <li><b>Excellent oral and written communication.</b></li> <li><b>Able to motivate staff and students.</b></li> <li><b>To have the ability to inspire others and unlock leadership potential so that leadership across the school is consistent and sustainable.</b></li> <li><b>To be a presence around school to encourage, challenge and support students and all staff.</b></li> <li><b>Committed to continuing professional development</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Have a good sense of humour and a high level of emotional intelligence.</b></li> <li><b>Excellent ICT skills.</b></li> <li><b>Experience of successful participation in coaching networks.</b></li> </ul>

Evidence that candidates meet the essential requirements will be considered during shortlisting from the application form and any personal statement provided. At interview, candidates will be expected to answer questions about professional knowledge and experience, along with personal qualities and skills. The interview will also explore issues relating to safeguarding and promoting the welfare of children.

## Deputy Headteacher (Teaching, Learning & Assessment)

Leadership Group Pay Scale – L19-L23 (£65,735-£72,497 per annum)

Full time

**Required to start September 2021 or sooner.**

An exciting opportunity has arisen for a candidate of exceptional ability to join our Senior Leadership Team in this over-subscribed and successful Church of England school.

The successful candidate will be responsible for the development, organisation, monitoring and evaluation of teaching, learning and assessment across the school.

Saint George's Church of England school is part of the Aletheia Anglican Academies Trust and has an existing reputation for high quality education with a relentless focus upon high expectations and aspirations.

We are a friendly, dynamic and innovative school and pride ourselves on our commitment to ensuring student progress through high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in delivering on this commitment.

We would love to hear from you if you:

- Want to work in a supportive and caring environment
- Are committed to enabling every student to achieve the very best they can
- Have a proven track record of having made a difference in your current post
- Have enthusiasm for learning and are a good/outstanding classroom practitioner
- Have a developed sense of how to secure school improvement
- Have a broad perspective and can bring new ideas to our school
- Are an ambitious professional and well placed to support the school in continuing its rapid improvement
- Have already developed a strong ability in team leading
- Are able to support the ethos of an inclusive and multi-faith Christian school.

**An application pack is available below. Applications should be sent to [batcheldore@sgsce.co.uk](mailto:batcheldore@sgsce.co.uk)**

**Closing Date: Monday 8<sup>th</sup> March 2021 at 12 noon.**

Saint George's Church of England School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The appointment is subject to satisfactory references, medical clearance and an enhanced DBS check.

