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**Hylton Castle Primary School**

**Job Description**

**Post title: Deputy Headteacher**

**Salary: Leadership L7 – L11**

**Responsible to:** Headteacher, Governing Board

**Main purpose of the job**

* Carry out the duties of this post in line with the remit outlined in the current *School Teachers’ Pay and Conditions Document* including the conditions of employment for Deputy Headteachersand the school’s own policy
* Under the overall direction of the Headteacher play a lead role:
* in formulating the aims, objectives of the schools and establishing the policies through which they are to be achieved
* be responsible for the standards and curriculum of all pupils including monitoring of progress towards achievement
* proactively manage staff and resources
* Take full responsibility for the school in the absence of the Headteacher
* Carry out the professional duties of a teacher as required
* Take responsibility for safeguarding duties/issues as appropriate
* Take responsibility for promoting and safeguarding the welfare of children and young people within the school
* Effectively promote relationships within the community and outside agencies
* Have classroom teaching responsibility

**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
* In partnership with the Headteacher manage school resources
* Devise, implement and monitor action plans and other policy developments
* Lead by example to motivate and work with others
* In partnership with the Headteacher, lead by example when implementing and managing change initiatives
* Promote a culture of inclusion within the school community where all views are valued and taken in to account
* In partnership with the Headteacher, ensure best value for school finances
* Promote and uphold the ethos and vision of Hylton Castle Primary School

**Leading teaching and learning**

* 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/appraisal
* Support the Headteacher to lead the development and delivery of continuing professional development and support for all staff
* With the Headteacher, lead the development and review of all aspects of the curriculum including planning, recording and reporting, assessment for learning and the development of a creative and appropriate curriculum for all pupils
* 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
* With the Headteacher, lead the processes involved in monitoring, evaluating and challenging the quality of teaching and learning taking place throughout the school, including lesson observations to ensure consistency and quality
* Ensure the systematic teaching of basic skills and recording of impact is consistently high across the school
* Work with the Headteacher to develop, review systems to ensure robust evaluation of school performance, progress data and actions to secure improvements comparable to 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
* Participate as required in the selection and appointment of teaching and support staff, including overseeing the work of supply staff/trainees/volunteers in the school in the absence of the Headteacher
* 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.
* 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 improvement plan and performance management
* Lead the annual appraisal process for all identified support and teaching staff as required

**Managing the organisation**

* Lead regular reviews of 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
* Support the Headteacher to manage HR and other leadership process 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**

* With the Headteacher, lead and support the staff and governing board 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
* Promote the ethos and vision of Hylton Castle Primary School to a wide range of audiences.
* Act as an ambassador for the school in further developing partnership and links with stakeholders that promote a positive profile for Hylton Castle Primary School.

***These duties are neither exclusive nor exhaustive, and the post holder may be required to undertake other duties and responsibilities.***

**February 2021**