**JOB DESCRIPTION**

**Job title: Deputy Headteacher – Secondary (Curriculum)**

**Reporting to:** Headteacher

**Hours:** Full time
**Grade:** L13-L17

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| **MISSION**To enable all young people to have the skills, knowledge and experiences to lead meaningful and enjoyable lives, and optimise lifelong opportunities.**VISION**We will have an enhanced recognition as a **centre for excellent practice** of autism, training and supporting others.We will be **integrating with the wider community** to enhance lifelong learning for students with autism both locally and beyond.**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 and objectives of the school and establishing the policies through which they are to be achieved for teaching and learning
* being responsible for the standards and curriculum of all pupils including the monitoring of progress towards pupil targets
* proactively managing staff and resources
* ensure that data is used to drive achievement, ensuring it is used effectively to challenge expectations to raise attainment
* Take shared responsibility for the school in the absence of the headteacher, with the Deputy Headteachers, (Primary - Curriculum) and (Pastoral), following an agreed system
* Lead in raising the quality of teaching and learning across the school
* Lead in modelling and demonstrating outstanding teaching
* Lead in the dissemination of national curriculum and assessment trends, planning and enabling school based initiatives as required
* Lead in working with the TLR postholders to monitor standards and progress of pupils, holding staff to account as appropriate
* Carry out the professional duties of a teacher as required
* Take responsibility for child protection issues as appropriate
* Take responsibility for promoting and safeguarding the welfare of children within the school

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

**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
* 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 with the headteacher to raise standards through staff appraisal
* 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
* 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, work scrutiny, pupil interviews and scrutiny of planning to ensure consistency and quality
* Ensure the systematic teaching of basic skills and recording of impact is consistently high across the school and providing appropriate support where necessary
* Develop and review systems to ensure robust evaluation of school performance, progress data and implementing 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 and those being trained within the school
* Act as an induction co-ordinator for NQTs and have responsibility for students on teaching practice and those undertaking work experience, as appropriate
* Participate as required in the selection and appointment of teaching and support staff, including overseeing the work of supply staff, trainees and volunteers in the school
* 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 improvement plan and performance management
* Lead the annual appraisal process for all identified support and teaching staff

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 as appropriate
* Manage HR and other leadership processes as appropriate e.g. sickness absence and disciplinary or capability investigations and hearings as appropriate
* 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 of pupils and staff
* Take responsibility for promoting and safeguarding the welfare of children 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
* Develop and maintain contact with all specialist support services as appropriate
* Promote the positive involvement of parents and 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

Exercise of particular duties* Perform any reasonable duties as requested by the headteacher
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**All staff at Uffculme:**

1. have a responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with.
2. ensure their tasks are carried out with due regard to Health and Safety
3. participate in appropriate professional development including adhering to the principle of performance management.
4. adhere to the ethos of the school
5. promote the agreed vision and aims of the school
6. set an example of personal integrity and professionalism
7. attend appropriate staff meetings and parents evenings across all three sites
8. carry out any other duties as commensurate within the grade in order to ensure the smooth running of the school

Signed by role holder: Date:

**PERSON SPECIFICATION**

**Method of Assessment (MOA)**

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| AF Application Form | C Certificate | I Interview | T Test or Exercise | P Presentation |

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| **Criteria** | **Essential** | **MOA** |
| **Education/****Qualifications**NB: Full regard must be paid to overseas qualifications. | A minimum of five GCSEs, or their equivalent, at grade C and/or above, including English and MathsA university degree relevant to the postQTS | AF/CAF/CAF/C |
| **Experience**Relevant work and other experience | Experience of working at a strategic level in a school – preferably as part of a Senior Leadership teamExperience of employment at a Senior level in Special SchoolExperience of leading and managing a team | AF/IAF/IAF/I |
| **Skills & Ability**e.g. written communication skills, dealing with the public etc. | An ability to fulfil all spoken aspects of the role with confidence using the English Language  as required by **Part 7 of the Immigration Act 2016**A good working knowledge of Assessment and data systemsKnowledge of National Curriculum guidelines and initiativesAbility to work independently demonstrating initiative and pro-activity, as well as supporting colleagues as part of a teamIT competent and confident, including use of all aspects of MS Office, including Word, Excel and Publisher.Ability to contribute to school development planningAbility to contribute to policy development An understanding of GDPR legislationAbility to analyse and interpret information and make recommendations Ability to problem solve Ability to line manage other employees including responsibility for deployment allocation of work, induction, appraisal, development etc, at all times promoting a positive working environmentTo be able to work under pressure and meet deadlinesTo understand the need for confidentialityAn excellent communicator with the ability to show sensitivity and objectivity in dealing with confidential issues  |  AF/IAF/I AF/IAF/IAF/IAF/AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I  |
| **Training** | Willingness to participate in further training and development opportunities offered by the schoolEvidence of CPD related to Leadership undertaken over the past two years (eg NPQML, SL)Evidence of CPD related to Special Needs  | AF/I AF/IAF/I |
| **Other** | Ability to demonstrate commitment to Equal Opportunities | AF/I  |

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery.

Reviewed by:

Date: