



Join our Highly
Successful
Team at
Moreton School

Appointment of Deputy Headteacher

Ideal candidates will possess the following qualities:

Passionate about the power of education to change lives.

Wish to encourage, motivate and inspire students.

Have quality of education leadership experience, focused on the highest expectations for all.

Ability to work collaboratively in terms of strategy, planning, preparation and development.

Apply now at www.moreton.aatrust.co.uk/vacancies

We are seeking to recruit a Deputy Headteacher with the skills, expertise and passion to play a critical part in supporting our young people to achieve their very best. This is a new role and provides an exciting opportunity for the right candidate.

Moreton School is a vibrant and successful 11-18 comprehensive school. In February 2020 Ofsted visited and confirmed that we are a good school. Please take a look at the full report on our website www.moreton.aatrust.co.uk.

We are a popular school about to begin an expansion programme to increase our intake to 210. This includes an exciting programme of building and refurbishment to include additional classrooms, science laboratories, PE facilities and a new dining space.

The ideal candidate will:

- Be passionate about the power of education to change lives.
- Have quality of education leadership experience underpinned by a relentless focus on the highest expectations for all.
- Encourage, motivate and inspire young people.
- Be able to work well collaboratively in terms of strategy, planning, preparation and development.
- Be committed to our vision.
- Play a pivotal role in moving the school from good to great.

Moreton will offer you:

- A welcoming environment which promotes learning.
- Students who show respect to each other and other adults in the school.
- A structured and personalised induction programme supported by a range of development Opportunities.
- A great location which is easily accessible from J2 of the M54

Candidates are very welcome to visit the school in advance of applying to meet with the Headteacher and Deputy Headteacher.

If you are ready for this challenge and wish join our dynamic, growing trust please complete an application form and return to Stephanie Garbett (PA to Headteacher and SLT) at Sgarbett@aatrust.co.uk.

We are committed to the safeguarding of students; the successful candidate will be subject to an enhanced DBS check and the required pre-employment checks

Deputy Headteacher Role Details

Salary: L21 – L25

Contract type: Full Time / Permanent

Reporting to: Headteacher

Responsibility: To be determined in light of the experience and needs of SLT on appointment

Start Date: 1st September 2021

Main purpose

The Deputy Headteacher, under the direction of the Headteacher, will take a major role in:

- Formulating the aims and objectives of the school.

- Establishing policies for achieving these aims and objectives.

- Managing staff and resources to that end.

- Monitoring progress towards the achievement of the school's aims and objectives.

If the Headteacher is absent, the Deputy Headteacher will deputise, as directed by the governing board.

The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

Qualities

The Deputy Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.

- Build positive and respectful relationships across the school community.

- Serve in the best interests of the school's pupils.

Duties and Responsibilities

School culture and behaviour

Under the direction of the Headteacher, the Deputy Headteacher will:

- Create a culture where pupils experience a positive and enriching school life.

- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life.

- Ensure a culture of staff professionalism.

- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.

- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Teaching, Curriculum and Assessment

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.

Additional and Special Educational Needs (SEN) and Disabilities

Under the direction of the Headteacher, the Deputy Headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Organisational Management and School Improvement

Under the direction of the Headteacher, the Deputy Headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community.
- Establish and oversee systems, processes and policies so the school can operate effectively.
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk.
- Allocate financial resources appropriately, efficiently and effectively.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure these school improvement strategies are effectively implemented.

Professional Development

Under the direction of the Headteacher, the Deputy Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.

Governance, Accountability and Working in Partnership

Under the direction of the Headteacher, the Deputy Headteacher will:

Understand and welcome the role of effective governance, including accepting responsibility.

Ensure that staff understand their professional responsibilities and are held to account.

Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

Work successfully with other schools and organisations.

Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks. The post holder may be required to do other duties appropriate to the level of the role.

Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none">• Qualified Teacher Status• Degree
Experience	Successful leadership and management experience in a school Teaching experience Involvement in school self-evaluation and development planning Demonstrable experience of successful line management and staff development
Skills and Knowledge	Data analysis skills, and the ability to use data to set targets and identify weaknesses Understanding of high-quality teaching, and the ability to model this for others and support others to improve Understanding of school finances and financial management Effective communication and interpersonal skills Ability to communicate a vision and inspire others Ability to build effective working relationships
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.

Notes: This job description may be amended at any time in consultation with the post holder.