Job Description

Title of post	*Deputy Headteacher*
Salary	*L16 – L21 £64,800 – £77,195*
Hours of work	*Full Time*
Line manager and responsible for reviews	*Headteacher*

Purpose of the Post

Northern Star Academies Trust seek to recruit the very best people to work across our Trust Partnership To be an inspirational leader that creates an ethos and culture of high staff morale. The Deputy Headteacher will support the Headteacher in all aspects of leading the school. In return we will support the Deputy Headteacher in their readiness for Headship and develop them to understand all aspects of leading the school.

Core Purpose:

- To be an inspirational leader that creates an ethos and culture of high staff morale
- Secure an excellent attitude to learning by all students across the School
- Secure excellent attendance and punctuality by all students across the School
- Produce and continually update a strategic plan for improving the quality of teaching and learning in the School
- Promote excellent teaching by providing structured support, coaching and strategic direction to all departments and support staff
- Lead on establishing and implementing a safe, calm and well-ordered environment for all students and staff, focused on safeguarding pupils and developing their exemplary behaviour in School and in the wider society.
- Lead on the implementation, monitoring and evaluation of the school curriculum and assessment and strategy
- Understand current curriculum and examination requirements to inform teaching and teacher planning and learning so that students are best prepared for external examinations.
- Lead on the implementation, monitoring and evaluation of the School behavior policy and strategy
- Promote excellent classroom behaviour and attitude to learning by leading on structured support and coaching for all departments and support staff
- Track, monitor and evaluate attitude to learning, behaviour, attendance, and punctuality across the School and implement quality assurance procedures, reporting regularly to the Headteacher
- Use data analysis to inform development planning that improves attitude to learning, behaviour, attendance, and punctuality across the School.
- Hold all staff to account for their professional conduct and practice.
- Lead by example to foster an open, transparent and equitable culture.
- Build/develop and maintain effective relationships with parents and all members of the School and wider community to enhance the education of all pupils.

- To uphold the highest standards of professional and business ethics, and support the Head of Academy, Governors, Trustees and CEO in ensuring that this impacts on all aspects of the School decision making processes
- To keep children safe and support the Headteacher to implement and oversee the highest possible standards of child protection, prevent strategies and safeguarding throughout the School
- To represent the School at panels, working groups and meetings as required by the Headteacher
- To undertake other duties and responsibilities as is reasonably directed by the Headteacher

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Main Duties/Responsibilities

- Hold and articulate clear values and moral purpose, focus on providing a world-class education for all pupils.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, trustees and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on your own scholarship, expertise and skills, and that of those around you.
- Sustain wide, current knowledge and understanding of education and School systems locally, nationally and globally, and pursue continuous professional development.
- Support the Headteacher in communicating a compelling School vision and drive the strategic leadership, empowering all pupils and staff to excel.
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools drawing on and conducting relevant research and robust data analysis.
- Support the Headteacher to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Hold all staff to account for their professional conduct and practice.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in School and in the wider society.
- Support the Headteacher to establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame a self-regulating and self-improving School .
- Support the Headteacher to shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Inspire and influence others - within and beyond schools to believe in the fundamental importance of education in young people's lives and to promote the value of education

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the role in relation to the post holder's professional responsibilities and duties.