

**Job Description**

**Post: Deputy Headteacher**

**Purpose of role:** Lead for Achievement and Progress

**Accountable to: Executive Headteacher**

**Salary: L14 to L18**

**Main responsibilities:**

* Ensure that the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
* Be aware of their own strengths and areas for their own professional development and how their leadership behaviours impact on others so that they can maximise their impact as a leader.
* Have a clear focus on improvement, setting aspirational objectives and taking on challenges in order to achieve and be accountable for high performance throughout the school.
* Demonstrate resilience and emotional maturity when faced with the demands of the job.
* Create strategic solutions and be able to communicate them to others.
* Recognise opportunities and implement change so that the school continues to improve in both the short and in the long term and have the ability to bring about such change with the minimum of disruption.
* Oversee improvement strategies by analysis of school data and national picture which challenges and supports all students to raise student achievement and ensure a breadth of opportunity and experience.
* Identify underperformance and target approaches and resources to improve outcomes for all through effective Self-Evaluation and Quality Assurance.
* Ensure Middle Leaders are developed to take a key role in the development of our school and held robustly to account.
* To be able, as a leading professional in the school, to identify excellence in teaching and be able to demonstrate how teaching can be improved and sustained so that learning and achievement for all pupils is maximised.
* To have a passion for learning and to communicate this to others so establishing a climate of teaching and learning throughout the school and ensuring that every pupil has the opportunity to succeed.
* To effectively analyse and use data and break down concerns and challenges in a systematic way in order to provide clear strategic direction and management.
* To demonstrate a genuine commitment to developing others in a way that helps them achieve their potential and motivates them to perform at their best.
* To line manage key developments in curriculum areas e.g. English and Science.
* To ensure that there is consistent application of the school policies.
* To be a visible presence in the school, taking action against unacceptable behaviour where necessary and supporting other staff on duty.