

ST AUGUSTINE'S R.C. PRIMARY SCHOOL DEPUTY HEADTEACHER JOB DESCRIPTION

INTRODUCTION

St Augustine's R.C. Primary School has been designated by the Secretary of State as a School with a religious character within the Carmel Education Trust. The Trust's Articles of Association state that it is part of the Catholic Church and is to be conducted as a Catholic School in accordance with Canon Law, the teachings of the Roman Catholic Church and the Trust Deed of the Diocese of Hexham and Newcastle. At all times the School is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The role of Deputy Headteacher therefore requires a practising Catholic who can show by example and from experience that he or she will work with the Headteacher to ensure that the School is distinctively Catholic in all its aspects.

This appointment is with the Directors of Carmel Education Trust under the terms of the Catholic Education Service contract signed with the Directors as employers. It is subject to the current conditions of service for Deputy Headteachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation. In carrying out his / her duties the Deputy Headteacher shall consult with the Headteacher and, when appropriate, with the Directors, the Local Management Board, the Diocese, the Local Authority, the staff of the school, the parents of its pupils, the parish/es served by the School and other local Catholic schools, particularly where collaboration or federation is being developed.

This job description reflects the Headteacher's job description and is based on the key areas identified in the National Standards for Headship published by the Department for Education and Skills (October 2004). It recognises the role of the Deputy Headteacher in sharing responsibility for the leadership of the School.

The Directors and the Diocese acknowledge the importance of the role of the Catholic Deputy Headteacher and will actively offer long term support, encouragement, affirmation and realistic challenge to the successful candidate.

Carmel Education Trust and the Diocese are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and the Chief Executive Officer must ensure that the highest priority is given to following the guidance and regulations to safeguard them. The successful candidate will be required to undergo an Enhanced check for Regulated Activity from the Disclosure and Barring Service.

SHAPING THE FUTURE

The strategic direction and development of the School stem from the educational mission of the Church. The Deputy Headteacher will demonstrate commitment to promoting and developing the School's distinctive Catholic identity through the search for excellence in all areas of its work.

Main tasks / actions

- Deputise for the Headteacher in his/her absence, ensuring continuity in the expression of the School's Catholic mission, vision and values.
- Work with the Headteacher to articulate and promote the educational vision and values for the School which take account of the School's Catholic mission and of the diversity, values and experiences of the School and the communities it serves.
- Demonstrate commitment to this vision in his/her daily work, sharing the vision and its related values with all members of the community.
- Model the vision and values in everyday work and practice.
- Work with the Headteacher and colleagues to translate the vision and values into agreed objectives and to ensure that the School's planning, policies and procedures promote sustained School improvement.
- Motivate and work with others to create a shared culture and a positive climate consistent with the agreed educational vision and values of the School.
- Support the Headteacher and colleagues to ensure creativity, innovation and the use of appropriate new technologies to achieve excellence and nurture human wholeness.

LEADING LEARNING AND TEACHING

A Catholic School is a learning community rooted in Christian belief and principles. The search for excellence is given expression in learning and teaching which recognise pupils' individual worth as made in the image and likeness of God. The Deputy Headteacher will promote positive attitudes to learning amongst pupils and staff which stem from Christ's vision for humanity.

Main tasks / actions:

- Take the lead role in assessment
- Demonstrate the principles and practice of effective teaching and learning.
- Maintain a consistent and continuous School-wide focus on pupils' achievement which reflects the agreed vision and values, using data and benchmarks to monitor progress in every child's learning.
- Support and facilitate colleagues in this.
- Lead colleagues in accessing, analysing and interpreting information to inform planning for improvement.
- Initiate and support research and debate about effective teaching and learning.
- Work with the Headteacher to develop relevant strategies for improvement, facilitating colleagues in their implementation.

- Offer creative, responsive, and effective approaches to learning and teaching in line with the School's agreed educational vision and values.
- Demonstrate commitment to a culture and ethos of challenge and support where all pupils understand their individual worth, can become engaged in their own learning and achieve success
- Demonstrate and articulate high expectations for all aspects of the School's work.
- Support the Headteacher in promoting individual and community aspirations and in the establishment of stretching targets for the whole School community.
- Work with the Headteacher and lead colleagues in implementing strategies which secure high standards of behaviour and attendance and which reflect the School's agreed values in their response to the needs of vulnerable individuals.
- Implement and where appropriate organise a diverse and flexible curriculum which takes account of the needs and aspirations of all pupils.
- Provide professional leadership in School-wide implementation of an effective assessment framework.
- Participate in the monitoring, evaluation and review of classroom practice and promote improvement strategies.
- Work with the Headteacher to challenge underperformance at all levels and to implement effective corrective action and follow-up.
- Provide professional leadership in the development of new and emerging technologies to enhance and extend the learning experience of pupils and staff.

DEVELOPING SELF AND WORKING WITH OTHERS

The leadership of a Catholic School should take Christ as its inspiration. The Deputy Headteacher's relationships with pupils, parents/carers, Directors, staff and the Headteacher should demonstrate a belief in their unique contribution as individuals, valued and loved by God. He/she will recognise and act upon his/her own potential for growth and that of others.

Main tasks / actions

- Treat all people fairly, equitably and with dignity and respect to create and maintain a positive culture in line with the agreed vision and values.
- Manage conflict effectively, seeking positive outcomes.
- Work with the Headteacher to build a collaborative learning culture and to actively engage with other schools, especially other Catholic institutions, in order to build effective learning communities.
- Fulfil effectively his/her agreed responsibilities for effective staff induction, professional development and performance review.

- Participate in planning, allocation, support and evaluation of work undertaken by teams and individuals, giving professional leadership and delegating tasks and as appropriate.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations and aspirations for him/herself and for others, taking appropriate action when performance is unsatisfactory and giving and receiving effective feedback.
- Regularly review his/her own practice, set personal targets and take responsibility for his/her own personal development.
- Give and accept support from colleagues, the Headteacher, Directors, the Diocese and the Local Authority.
- Have regard for the well-being of him/herself and others, managing his/her workload to promote a healthy work-life balance and encouraging and, where possible, enabling others to do likewise.

MANAGING THE ORGANISATION

The management of a Catholic School should be clearly influenced by the Gospel message and Church teaching. In particular, it should be a place where Christian principles such as justice, truth, respect and reconciliation are at the heart of its life and work. With the Headteacher, the Deputy Headteacher is responsible for ensuring that these principles are priorities for the School and are evident in its organisation and management.

Main tasks/actions

- As the SENCo, take the leading role in the development of effective systems and procedures as regards SEN and Pupil Premium children.
- Work with the Headteacher to achieve an organisational structure which reflects the School's Catholic values and which enables the management systems, structures and processes to work effectively in line with legal requirements.
- Work with the Headteacher and colleagues to produce and implement clear, evidence based improvement plans and policies for the development of the School and its facilities.
- Where appropriate, implement successful staff performance management processes.
- Work with the Headteacher to ensure that the School environment is managed efficiently and effectively to meet the needs of the curriculum, health and safety regulations and to reflect the distinctive characteristics of Catholic education.
- Use and integrate a range of technologies effectively and efficiently in his/her management role.

SECURING ACCOUNTABILITY

Leaders of a Catholic School fulfil their responsibilities in accordance with the Articles of Association. They support the Directors and Local Management Board in fulfilling its responsibilities to the Diocese under Canon Law as well as in accordance with national legislation. The Deputy Headteacher works with the Headteacher to account to the Directors and Local Management Board, parents/carers and the community for the fulfilment of the School's Catholic mission and its educational success.

Main tasks / actions

- Work with the Headteacher, Directors and Local Management Board, enabling statutory responsibilities to be met by giving objective professional advice and regular accounts of the School's progress in his/her areas of responsibility.
- Facilitate the Headteacher's meeting his/her responsibility for responding effectively to internal and external challenges affecting the School.
- Work with the Headteacher to develop systematic and rigorous procedures for self evaluation which are appropriate for a Catholic School and enable everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Use all available data to identify strengths and weaknesses of the School and to inform planning for improvement.
- As appropriate, develop and present a coherent, understandable and accurate account of the School's performance to a range of audiences including governors, parents and carers.
- Participate in arrangements for review of his/her performance, reflecting on his/her personal contribution to School achievements and taking account of feedback from others.

STRENGTHENING COMMUNITY

Leaders of a Catholic School are responsible for its mission to the local and wider Catholic community and beyond. The Deputy Headteacher will, as necessary, collaborate with the parish and other Catholic organisations, as well as with the wider educational system. He/she will demonstrate a belief that community and School are interdependent and that engagement with the community promotes School development.

Main tasks / actions

- Ensure that effective strategies, systems and support are in place to ensure the safeguarding of children and young people in the school and co-operate and work with relevant agencies for the protection of children.
- Act where required as the public face and main advocate of the School representing effectively its interests and those of the pupils.
- Work with the Headteacher to build a culture which takes account of the richness and diversity of the communities served by the School and of the global community.

- Enable pupils to develop an understanding of their responsibility to others and provide the means for them to respond positively to this.
- Give professional leadership in creating and implementing positive strategies for promoting understanding that everyone is equal in the eyes of God, and in particular for challenging racial and other prejudices and for dealing with racial harassment.
- Collaborate as necessary with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Demonstrate commitment to maintaining effective partnership with parents and carers in order to support and improve pupils' achievement and personal development.
- Support the Headteacher in seeking opportunities to invite stakeholders (parents and carers, parish/community figures, businesses, Catholic and other organisations) into the School to enhance and enrich the School and its pupils and their value to the wider community.

NB. Reference to parish and community covers parishes and communities where schools draw pupils from more than one parish or local community.