



RICHARD TAYLOR CHURCH OF ENGLAND PRIMARY SCHOOL

A member of Yorkshire Causeway Schools Trust - <https://www.yorkshirecauseway.co.uk>

JOB DESCRIPTION

Job Title: Deputy Headteacher

Contract: 0.8 or 1.0 FTE

Salary: Leadership Scale L6–L10

Responsible to: Headteacher

Start Date: September 2026 / **Posting Date:** April 2026

CONTEXT OF THE ROLE

Richard Taylor Church of England Primary School is a warm, inclusive and ambitious school rooted in its Christian values and committed to enabling every child to flourish academically, socially and spiritually.

The school is proud to be part of Yorkshire Causeway Schools Trust (YCST), an outward-looking multi-academy trust founded in 2015, serving schools across Harrogate and Craven. The Trust places pupils at the heart of everything it does and is united by the shared mission to deliver education that is ambitious, inclusive and values-driven.

PURPOSE OF THE ROLE

The Deputy Headteacher will play a pivotal role in the strategic leadership, management and development of Richard Taylor Church of England Primary School.

Working in close partnership with the Headteacher, senior leaders and Governors, the Deputy Headteacher will:

- Help shape, articulate and deliver the school's vision and strategic direction
- Secure consistently high standards of teaching, learning, behaviour and achievement
- Lead key aspects of whole-school improvement and self-evaluation
- Inspire, support and challenge staff to deliver excellence for all pupils
- Contribute actively to trust-wide collaboration, professional learning and school improvement across Yorkshire Causeway Schools Trust

The Deputy Headteacher will deputise for the Headteacher when required and will be a highly effective classroom practitioner, modelling exemplary professional practice at all times. The role involve a teaching commitment in Key Stage 2.

KEY RESPONSIBILITIES

1. Strategic Leadership and Vision

- Work with the Headteacher to articulate, embed and sustain our shared vision, “where all know that they are safe, loved and can flourish as children of God”, and aligned with the mission and values of Yorkshire Causeway Schools Trust.
- Translate the school’s vision into clear strategic priorities within a rigorous School Improvement Plan
- Lead on agreed whole-school priorities, ensuring measurable impact on outcomes for pupils
- Act as an ambassador for the school within the Trust and wider community

2. Leading Teaching, Learning and Curriculum

- Lead the development, implementation and evaluation of an ambitious, inclusive and coherent primary curriculum, in line national guidance, reflecting the school context
- Monitor and evaluate the quality of teaching, learning and assessment, ensuring consistently high standards across the school
- Support staff in using assessment effectively to inform teaching, target support and accelerate progress
- Drive continuous improvement in pupil attainment, achievement and behaviour.
- Coordinate enrichment opportunities and educational visits that enhance curriculum breadth and pupil experience

3. Developing Staff and Professional Culture

- Lead by example as an outstanding teacher, maintaining high expectations of professional conduct and practice
- Support the Headteacher in the performance management, coaching and professional development of staff
- Line manage designated staff and lead aspects of staff development, including teaching assistants
- Contribute to trust-wide professional learning opportunities and collaborative networks across Yorkshire Causeway Schools Trust
- Foster a culture of reflection, collaboration and continuous improvement

4. Inclusion, Safeguarding and Wellbeing

- Promote a culture of inclusion, equity and high expectations for all pupils, challenging discrimination and barriers to learning

- Support effective behaviour systems that promote positive relationships and pupil wellbeing
- Act as Deputy Designated Safeguarding Lead, supporting the DSL to ensure robust safeguarding practice in line with *Keeping Children Safe in Education*
- Ensure safeguarding, child protection and health and safety policies are consistently implemented and reviewed

5. Managing the Organisation

- Work with the Headteacher, senior leaders and Governors to ensure effective deployment of staff and resources
- Contribute to financial planning and resource management to achieve best value
- Lead or support operational areas such as health and safety, risk assessments and educational visits
- Attend senior leadership and governing body meetings as required
- Support recruitment, induction and retention of high-quality staff, supporting staff wellbeing.

6. Accountability and Governance

- Contribute to self-evaluation and external accountability processes (including Ofsted and SIAMS)
- Support the Governing Body in fulfilling its statutory responsibilities
- Ensure staff roles, responsibilities and accountabilities are clearly understood

7. Partnership and Community Engagement

- Strengthen positive partnerships with parents, the Church, external agencies and the wider community
- Work collaboratively with colleagues across Yorkshire Causeway Schools Trust to share best practice and contribute to trust-wide improvement activity
- Support the school's strong relationship with the Diocese of Leeds and uphold its Christian character

STATUTORY AND PROFESSIONAL REQUIREMENTS

The post is subject to the current School Teachers' Pay and Conditions Document, the School Standards and Framework Act 1998, and all other relevant education and employment legislation. The postholder will operate within Trust policies, the school's Instrument of Government and the Trust's Scheme of Delegation.