



Harborne Primary school Deputy Head Teacher Post

Job Description

Key Area	Responsibilities
Core Purpose	Support the Headteacher in leading the strategic direction, rapid school improvement and operational effectiveness across both sites.
Strategic Leadership	Drive whole-school improvement aligned to the School Development Plan and Trust priorities; model professional excellence; deputise for the Headteacher.
Whole-School Responsibilities	Lead behaviour and attendance strategy; act as named lead for PP, LAC, EAL and SEMH; oversee multi-agency working; line manage Pastoral Team, TAs and Lunchtime Supervisors; manage school timetabling and cover.
Leadership of Annexe Site	Provide daily leadership and operational oversight; line manage Assistant Headteachers; lead behaviour systems; liaise with parents; oversee site operations and problem-solving.
Teaching & Learning	Model outstanding practice; support curriculum and assessment development; coach and mentor staff; lead CPD.
Safeguarding	Act as Deputy Designated Safeguarding Lead; ensure compliance with statutory duties; champion a culture of safety and wellbeing.

Person Specification

Criteria	Essential	Desirable
Qualifications	QTS Degree. Evidence of CPD Leadership qualification (NPQSL / NPQH)	
Leadership Experience	Successful senior leadership; track record of school improvement; experience leading inclusion/behaviour; multi-agency working.	Experience across multiple sites; involvement in Ofsted preparation.
Knowledge	Strong understanding of curriculum, pedagogy, assessment, inclusion and SEMH; awareness of Ofsted framework.	Knowledge of TEF approaches or multi-academy trust systems.
Skills & Abilities	Strong communication; data analysis; ability to motivate	Project management experience.



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	staff; organisation; ability to lead challenging conversations.	
Personal Qualities	Values-driven; child-centred; resilient; reflective; visible leader; high expectations.	Experience in community engagement.

Safeguarding Statement

Harborne Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will be required to undertake an enhanced DBS check and demonstrate eligibility to work in the UK. We welcome applications from all backgrounds and are committed to equality of opportunity.