

Job Description

Trust Primary Deputy Headteacher

Salary: Leadership Scale L8-L12 £65,642-£72,009 per annum (Outer London)

Reports to: Director of Education

Job Purpose

Working with the Director of Education the Trust Deputy Headteacher will provide strategic leadership and support across the trust's primary schools. Working closely with Headteachers, Senior Leaders and Governors to secure excellent educational outcomes for all pupils. This role will include SEND responsibilities and deputise for THE SENCO.

The post holder will play a key role in driving school improvement, strengthening teaching and learning, developing curriculum excellence and promoting consistency of high standards across all schools in the trust. In addition, the role includes a teaching commitment, modelling exemplary classroom practice and maintaining direct engagement with pupils and staff.

Standards and Expectations

Assist schools in developing and evaluating school development plans and take a lead role in behaviour management and standards. Based within a primary school the role holder will be responsible for ensuring behaviour is kept to an excellent standard in line with the schools' behaviour policy and procedures.

Teaching and learning

- Model outstanding classroom practice through direct teaching.
- Have a regular teaching commitment within one of more of the primary schools.
- Monitor the quality of work, through lesson visits, learning walks.
- Lead initiative to improve pupil engagements attainment and progress.
- To engage actively in the professional growth process.
- Promote consistency and excellence in curriculum design, assessment and pedagogy across the trust.

Assessment and Data

- Support with robust data collection and management using systems to provide clear analysis to support evaluation, school improvement and inspection.
- Monitor and evaluate progress, ensuring that all groups including disadvantaged pupils and those with SEND achieve well.
- Analyse performance data and identify priorities for improvement.

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IMPACT Multi Academy Trust. Registered Office: Langley Park School for Girls,
Hawksbrook Lane, South Eden Park Road, Beckenham, Kent BR3 3BE
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Safeguarding and Wellbeing

- Act as Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL) ensuring safeguarding systems are effective and compliant with statutory guidance e.g. Keeping Children Safe in Education.
- Promote a safeguarding culture where pupils feel safe.
- Support the wellbeing of pupils and staff and ensure there is strong pastoral support in all schools.
- Ensure all staff uphold Safeguarding Policies and procedures.

Inclusion

- Champion inclusion and diversity within the school community, ensuring that all students, including those with SEND, have equal access to quality education
- Collaborate with the SENCO (Special Educational Needs Coordinator) to develop and implement tailored strategies for students with SEND, fostering an environment of understanding and support.
- Use early intervention strategies and inclusive practices.

Wider Leadership Responsibilities

To collaborate with senior leaders on school improvement initiatives across trust, curriculum development, teaching and learning, leadership development and providing strategic and operational direction to improve the quality of education throughout the trust.

- Under the supervision of the Director of Education, work collaboratively with Leaders to improve educational outcomes continuously striving to raise standards and enrich the pupil experience.
- Support schools on preparation for Ofsted inspections and external reviews.
- Contribute to the development of trust policies, procedures, and quality assurance systems
- Facilitate collaboration and the sharing of best practice between all trust primary schools
- Role model the Teachers Standards and excellent practice.
- Cover organisational systems including timetabling, PPA and staff absence and any other cover arrangements.

Impact Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an Enhanced Disclosure and Barring Service Check under the Rehabilitation of Offenders Act 1974.

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Person Specification

Specification	Essential	Desirable
Qualification, Education and Training		
Qualified Teacher Status (QTS)	✓	
Degree or equivalent qualification	✓	
Further Leadership Qualification e.g. NPQH, NPQSL		✓
Experience		
Experience as a primary classroom teacher	✓	
Experience of Leadership and Management within a school at a senior level	✓	
Experience of improving teaching and Learning	✓	
Experience of working as a senior practitioner	✓	
Experience of whole school curriculum leadership	✓	
Experience working with governors, parents, and external partners	✓	
Experience of working within a Multi Academy Trust		✓
Knowledge and Understanding		
Excellent knowledge of primary curriculum, assessment, and school improvement strategies	✓	
Ability to manage change and lead improvement across multiple sites	✓	
Strong data analysis and intervention planning skills	✓	
Aptitude, Skills and Abilities		
Ability to inspire and motivate pupils and staff	✓	
Ability to multitask responsibilities	✓	
Personal Qualities		
Commitment to high expectations and inclusion	✓	
Professionalism and integrity	✓	
Resilience and adaptability	✓	
Commitment to the values and ethos of our schools	✓	

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