



Alsager School
An Achieving School - A Caring Community

Job Description

Job Title	Assistant Headteacher
Leadership pay spine	L13 – L17 (effective from 01/09/2020)
Responsible to	Head of School
Leading	(see structure chart)

This job description may be amended at any time following discussion between the Head of School and/or Executive Headteacher and post holder.

In addition to the requirements of a classroom teacher and the current conditions of employment as laid down in the STPCD, the specific areas of leadership responsibility are based on the annual SLT structure chart (T.B.C. based on the skills, qualities and experience of the successful candidate).

This job description is framed around the DfE 'National Standards of Excellence for Headteachers' (January 2015). At Alsager, these standards of excellence apply to all members of the senior leadership team. All members of SLT are expected to be strategic, aspirational and effective school wide leaders.

Qualities and Knowledge

- Hold, support and articulate the school's vision, values and moral purpose, focusing on providing a world class education for the pupils we serve.
- Demonstrate optimistic personal behavior, positive relationships and attitudes towards staff, pupils, parents, governors and members of the local community.
- Lead by example at all times – with integrity, creativity, resilience and clarity – drawing on your own expertise and skills, as well as those around them.
- Sustain current knowledge in and maintain an up to date understanding of all aspects of the areas you are leading. Continually share this knowledge and understanding with all staff, including the Head of School and Executive Headteacher.
- To have full responsibility and accountability for the areas that you are leading.
- To continuously pursue professional development in your areas of responsibility and in school leadership as a whole.

Pupils and Staff

- Demand ambitious standards and high levels of achievement for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupil's outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.
- Ensure there is a positive learning culture within the school built upon mutual respect between staff and pupils.
- To directly line manage specific subject areas/staff as identified on the annual SLT structure chart.
- To support, lead and direct your link College and Head of College as and when required (see annual SLT structure chart).

Systems and Process

- Ensure that the school's systems, organization and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and help them develop exemplary behavior in school and in wider society.
- Establish vigorous, fast and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- To report directly to and work closely with the school governors in areas specified in the annual SLT structure chart.

Self-Improving School Systems

- Help to shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Inspire and influence others – within and beyond schools – to believe in the fundamental importance of education in young people's lives and to promote the value of education.
- To contribute towards and support AMAT, Alsager Community Trust and The Chimney House Alliance.
- To play an active role in our work as a National Support School and work as a 'system leader' as and when required.

Other

- To undertake any reasonable duty at the request and discretion of the Head of School and/or Executive Headteacher.

January 2020