



## Assistant Headteacher Job Description

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states 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 Catholic Church and the Trust Deed of the Archdiocese of Liverpool. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires a person who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.

This appointment is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employers. It is subject to the current conditions of service contained in the School Teachers' Pay and Conditions document and other current education and employment legislation including that of the Department for Education Teaching Agency.

**The governing body and the Diocese are committed to safeguarding and promoting the welfare of children and young persons and the Assistant Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the DBS and obtain any other statutorily required clearance.**

JOB TITLE: **Assistant Headteacher**  
ACCOUNTABLE TO: **The Headteacher and Governing Body**  
MAIN PURPOSE:

### **The Assistant Headteacher will:**

- Undertake the normal responsibilities of the class teacher
- Be a highly effective member of the Senior Leadership Team
- Be responsible for the duties of Assistant Headteacher as set out in the current Teachers' Pay and Conditions Document.
- Assist the Headteacher in managing the school
- Undertake such duties as are delegated by the Headteacher
- Play a major role under the overall direction of the Headteacher in formulating and reviewing the Mission Statement, Development Plan, aims and objectives of the school by:
  - Establishing the policies through which they shall be achieved - Managing staff and resources to that end
  - Monitoring progress towards their achievement.

### **MAIN TASKS:**

*The specific nature and balance of these responsibilities will vary according to the needs of the school and may, in larger schools, be shared. It will be necessary to specify the management, curriculum and co-ordination responsibilities/teaching commitment to be undertaken by the post holder.*

#### **1. Class teacher responsibilities**

- 1.1 To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.
- 1.2 To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teachers.
- 1.3 To be responsible for a specific class or age group of children to be decided on appointment.

## **2. The internal organisation, management and control of the school**

2.1 To have specific responsibilities for aspects of school management, subject and key stage leadership and leadership of curriculum and assessment. Mentoring of trainees and new teachers/staff, transition to and liaison with staff outside the school and with other establishments within department. Line management and induction of teaching staff within a key stage and co-ordination of volunteer helpers within the key stage

2.2 To contribute to and lead on:

- Fulfilling the school's Mission Statement
- Maintaining and developing the Catholic ethos, values and overall purposes of the school
- Formulating the aims and objectives of the school and policies for their implementation
- A development plan which will translate school aims and policies into actions
- Monitoring and evaluating the performance of the school as part of the Senior Leadership Team.
- Hold line management responsibility for a department within the school (to be agreed upon appointment).
- Implementing the governing body's policies on equal opportunity issues for all staff and pupils in relation to sex, gender, race, disability and special needs
- Ensure the efficient organisation, management and supervision of school routines

## **3. Curriculum Development and Assessment**

3.1 To oversee and lead on:

- The development, organisation and implementation of the school's curriculum
- School policies on curriculum, teaching and learning styles, assessment, recording and reporting
- Ensuring that the learning and teaching provided by different departments and teaching teams form a coordinated, coherent curriculum entitlement for individuals, including these with special educational needs
- Ensuring arrangements for the daily act of collective worship and the spiritual life of the school
- Ensuring that information on pupil progress is used to improve teaching and learning to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers, and to aid governors in their future management of the school
- Ensuring that the individual pupil's continuity of learning and effective

- progression of achievement are provided
- The promotion of extra-curricular activities in accordance with the educational aims and Catholic ethos of the school

#### **4. Pupil care**

##### 4.1 To oversee and lead on:

- The development, organisation and implementation of the school's policy for the personal and social development of pupils including pastoral care and guidance in accordance with the teachings and doctrines of the Catholic Church
- The effective induction of pupils
- The determination of appropriate pupil groupings
- The promotion among pupils of standards of conduct/discipline and a proper regard for authority, the encouragement of good behaviour and commitment to the common good
- The development among pupils of self-discipline

#### **5. The management of staff**

- 5.1 To work with the Headteacher in the selection and deployment of teaching and non-teaching staff of the school
- 5.2 To contribute to good management practice by ensuring positive staff participation, effective communication and procedures
- 5.3 To maintain good relationships with individuals, groups and staff unions and associations.
- 5.4 Supervising and participating in arrangements made in accordance with the regulations for the appraisal of the performance of teachers in the school and in the identification of areas in which further training would be of benefit.
- 5.5 Support with the implementation of staff development policies appropriate to school with regard to the induction of newly qualified teachers and other staff.

#### **6. The management of resources**

- 6.1 To contribute to the formulation of the school's policies and procedure concerning resource management in accordance with the school's Mission Statement.
- 6.2 To allocate, control and account for those financial and material resources of the school which are delegated by the Headteacher.
- 6.3 To promote an attractive environment which stimulates learning and enhances

the appearance of the school and expresses its Catholic identity.

- 6.4 To contribute to arrangements for the security and effective supervision of the school buildings, their contents and grounds, including aspects of health and safety.
- 6.5 To maintain effective working relationships with external agencies and services contracted to the school and the Authority. To work with the Headteacher to ensure the security, maintenance and cleanliness of the school and its surroundings in accordance with all Archdiocesan and Local Authority regulations and Governing Body responsibilities under Health and Safety legislation and as directed by the Headteacher.

## **7. Relationships**

- 7.1 To advise and assist the governing body as required in the exercising of its functions including attending meetings and making reports.
- 7.2 To assist liaison and co-operation with Diocesan and Authority officers and support services.
- 7.3 To help in maintaining and developing effective communications and with parents, as the prime educators, and to provide positive responses to concerns and problems regarding their children's education.
- 7.4 To assist liaison with other educational establishments, especially other Catholic institutions, in order to promote the continuity of learning, progression of achievement and curriculum development.
- 7.5 To assist liaison with other professional bodies, agencies and services.
- 7.6 To develop and maintain positive links and relationships with the parish community, local organisations and employers:
- To promote a positive image of the school
  - To ensure that the school plays a constructive role in the life of the parish and community and that its curriculum draws on the nature and resources of that community.

***The applicant will be required to safeguard and promote the welfare of children and young people.***

*This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Assistant Headteachers.*

