



DEPUTY TEAM LEADER: GLOBAL WITH MFL

REPORTS TO THE GLOBAL TEAM LEADER

About BFET

Bright Futures Educational Trust (BFET) is a partnership of schools based in the North West. Our aim is to provide a quality education that opens real choices for every one of our pupils, raising aspirations and helping every child to achieve their ambitions, no matter their background. The Trust currently has eight partner schools.

Bright Futures Educational Trust is establishing itself as a leader in educational excellence. The Trust's vision of, the best *for* everyone, the best *from* everyone is evident in everything we do.

We inspire excellence and believe in nurturing the abilities of all within our schools and communities. Our values of Community, Integrity and Passion enable us to empower our young people to build purposeful lives and have the courage and confidence to make a positive contribution to society.

Deputy Team Leaders are significant role models within the Academy. They are trustworthy and fair, welcome challenges and highly value the spirit of mutual collaboration as the very heart and essence of development within their department and across the Academy.

About the Role – Deputy Team Leader

Teachers' Pay Scales plus TLR 2B plus school teachers terms and conditions

The Deputy Team Leader will be an outstanding practitioner. They will work in partnership with the Team Leader to enhance learning and to lead the academy to outstanding achievement. The Deputy Team Leader will assume some responsibility for the day to day running of the department, particularly in the absence of the Team Leader. They will support and drive in high quality education for all pupils and to ensure that it realises its potential and delivers excellence within the context of the operational and strategic development plan.

They will strive for excellence in all they do and be committed to providing first class provision for all our pupils. They will have energy, experience and passion to motivate themselves, the staff and the pupils to be the best they can be.

Excellent teamwork, high standards of professionalism and a capacity to work hard will be at the core of their success. They will be a creative thinker with the ability, determination and commitment to work collaboratively with the Academy Leadership Team to continue the development of the Academy.

As a member of the wider Leadership Team, the post holder will share responsibility for leadership across the school.

This post carries significant line management responsibilities.

Final Deputy Team Leader: Global March 2018



General Leadership Responsibilities:

To work in partnership with the department's Team Leader to ensure high standards through provision which maximises the progress, achievement, behaviour and safety of all pupils.

- To take specific responsibilities within the department as may be agreed with the Team leader.
- Deputise in the absence of the Team Leader.
- Develop and maintain a culture of high expectations for self and others.
- Lead by example as a teacher, and as a manager, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching and by demonstrating all the requirements on the Subject Teachers' job description are met.
- Ensure appropriate quality of monitoring, assessment, recording and evaluation of student progress and performance
- Support and implement the department's quality assurance procedures, challenging all under performance when required.
- Challenge all under performance at all levels within the Team and ensure corrective action and follow.
- Actively engage and support in the Academy CPD cycle.
- Contribute to the departmental Development Plan and review twice annually.
- Support as required the review, development and management of departmental policies and practices to ensure consistent application.
- Performance manage any associate staff within the Team.
- Actively contribute to Team meetings and lead in the absence of the Team Leader.
- Sustain effective, positive relationships with all staff, pupils, parents and carers, Governors and the local community.
- Support the organisation and presentation of departmental teaching spaces.
- Ensure pupils are well behaved and stay safe in departmental areas.
- Act as an ambassador in promoting and celebrating the work and achievements of the Academy always.
- Attend academy events and activities as directed by the Head of School.
- Contribute to the smooth running of all open and curriculum evenings throughout the academic year.
- Actively support the Academy duty rota.
- Have a teaching commitment in line with Deputy Team Leader status.

Specific responsibilities for Deputy Team Leader:

To support with the leadership and management for the Global Team to ensure that the Academy maximises learning, progress and achievement for all.

- Lead curriculum enrichment and experiential learning across the academy.
- Coordinate cross curricular links within the department.
- Oversee homework provision within the department.
- To carry out any other duties as directed.



EXPECTATIONS OF ALL ACADEMY STAFF

- Work professionally and effectively as part of a specific and wider Academy staff team.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, carers, governors and members of the local community.
- At all times to be a positive, professional role model for all pupils.
- Treat all students with dignity, building relationships rooted in mutual respect, and always observing proper boundaries appropriate to staff’s professional position.
- Actively adhere to the Academy’s commitment to safeguarding of all pupils and the promotion of pupils’ well-being, in accordance with statutory provisions and academy policy.
- Carry out supervision duties as directed in the duty rota.
- Actively engage in the Academy’s performance management process.
- Actively engage in the CPD programmes to develop skills and improve practice.
- Be familiar with, and follow, all Academy policy and practice to ensure a consistent high standard approach to all aspects of the Academy.
- Play a full part in the life of the Academy, to support its distinctive mission and ethos.
- Act as an ambassador for the Academy at all times and positively promote its reputation within the community.
- Attend Academy events and activities as directed by the Head of School.

Whilst every effort has been made to explain the main duties and accountabilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the Head of School and / or Executive Principal to undertake work of a similar level that is not specified in this Job Description.

About the Person – Deputy Team Leader

	Essential
Qualifications, Educational, Training	Degree relevant to the department Q.T.S. Evidence of recent and relevant professional development.
Relevant Experience	Successful teaching experience in KS3 and KS4. Successful experience of developing an inclusive and effective learning environment. Experience of monitoring pupil progress and effective use of data to improve outcomes
Knowledge, skills, abilities	Highly competent in all areas of the Teaching Standards. Good working knowledge of the relevant curriculum area, including a good understanding of assessment and examination requirements. Knowledge of current educational issues and an awareness of recent developments in the National Curriculum.



	<p>Clear understanding of effective learning and teaching styles.</p> <p>Record of successful teaching: the ability to motivate, inspire and involve all pupils in their learning and self-assessment.</p> <p>Evidence of well-developed planning, organisational and resource management skills.</p> <p>High disciplinary standards and good behaviour management skills.</p> <p>Good knowledge and understanding of best practice and procedures for safeguarding pupils.</p> <p>Competent ICT skills.</p> <p>Good oral and written communications skills.</p>
<p>Leadership & Management</p>	<p>Ability to monitor and track pupil performance in relevant curriculum area.</p> <p>Ability to evaluate and review progress against key performance indicators.</p> <p>Ability to lead and inspire others.</p> <p>Ability to monitor, manage and support staff in the department.</p> <p>Is flexible, able to work under pressure and meet deadlines</p> <p>Is a strong role model for staff and pupils.</p> <p>A willingness to challenge others to produce positive outcomes.</p> <p>Ability to work as collaboratively and effectively as part of a team.</p> <p>Ability to support the delivery of CPD.</p>
<p>Dispositions and Attitudes</p>	<p>Demonstrate enthusiasm, drive and love of the job.</p> <p>Demonstrate a commitment to the aims and ethos of the Academy and the Trust.</p> <p>Demonstrate a passionate commitment to developing the best in pupils.</p> <p>Demonstrate a commitment to inclusion and pastoral care.</p> <p>Show courtesy, sensitivity and fairness when working with others.</p> <p>A willingness to be engaged in extra-curricular activities, partnerships and community activities.</p> <p>Hold excellence attendance and punctuality records.</p>