

JOB DESCRIPTION

Assistant Headteacher Pastoral – Behaviour & Attitudes (L14-18)

CONTEXT:

Patcham High School does not turn its back on any child. The school works hard to avoid the use of suspensions and permanent exclusions. The school has not permanently excluded a student since 2016. The school has not issued a fixed term exclusion since 2019.

PURPOSE:

The core purpose of this role is to lead and manage the school's pastoral and behaviour team to ensure provision of a positive, secure and happy environment for Patcham High students where all can thrive and achieve. The role is about promoting high standards across the school; an Assistant Head who is highly visible, approachable and effective.

RESPONSIBILITIES:

Line manage:

- 1 x SLT: Director of Student Support
- 5 x Heads of Year
- 1 x Administrator for Head of Years
- Inclusion Manager

Behaviour:

- To lead on an approach which uses school wide positive behaviour support to ensure achievement for all students in social, behaviour and emotional outcomes.
- To produce clear and effective behaviour policies, with predictable responses and consequences to behaviours.
- To monitor the quality of pastoral support and teaching of social, emotional and behaviour curriculum and to devise systems which ensure continual improvement.
- To ensure that the school provides a calm and orderly environment.
- To ensure that there are clear routines, expectations and protocols in place for students and staff in pastoral time, lessons and less structured social times such as break and lunch times.
- To lead the evaluation of whole school standards of behaviour, devising timely strategies to ensure continued improvement, including the deployment of Heads of Year.
- To lead the HOY team in implementing and reviewing individualised behaviour support plans and protocols for specific students, ensuring collaboration and communication with families is at the centre of these decisions

Attitudes:

- To ensure the school is a place in which students feel safe and there are robust approaches and policies to respond to incidents of bullying, discrimination or sexual harassment, in person or online.

- To promote a positive attitude to learning for students and staff, supporting both groups to continually self-improve.
- To promote a respectful school culture in which staff know and care about all pupils.
- To capture and respond to Student Voice.

Collaboration:

- To work closely, collaboratively and effectively with the Assistant Head Inclusion/DSL, the Director of Student Support and the Inclusion Manager
- To work closely, collaboratively and effectively with the Local Authority and the Brighton and Hove Secondary School Partnership (specifically BAP)
- To assist in establishing good relationships with parents, carers and the local community.

Teaching (20 hours per fortnight):

- To deliver the very highest standard of classroom practice.
- To model outstanding behaviour for learning strategies.

Senior Leadership:

- This is a Senior Leadership post and as such the post holder will contribute to the strategic development of the whole school, take on general leadership responsibilities and contribute to any events that require senior leadership involvement during the day to day running of the school.

The activities outlined in this job description are in addition to those covered by the latest Schools Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. The Headteacher may, from time to time, ask the post-holder to perform additional reasonable activities and responsibilities appropriate for someone at this level.