

# Job Description

*This job description sets out a summary of the key features of the role. It is not intended to be exhaustive and will be reviewed periodically to ensure it remains appropriate for the role. The post-holder must also undertake other duties within their competence or otherwise appropriate to the grading of the post as required. The post-holder must comply with the school's Equality Policy, Safeguarding & Child Protection Policy and Health & Safety Policy, and complete all required safer recruitment checks.*

|                          |                                                                                                                              |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------|
| <b>Post</b>              | Assistant Headteacher – Climate for Learning                                                                                 |
| <b>Responsible to</b>    | Headteacher                                                                                                                  |
| <b>Responsible for</b>   | Strategic and operational leadership of climate for learning, behaviour, culture and routines across the school site         |
| <b>Leadership status</b> | Member of the Senior Leadership Team                                                                                         |
| <b>Core purpose</b>      | To establish and sustain a calm, safe, inclusive and aspirational culture in which all students are ready and able to learn. |

## Purpose of Role

- To provide strategic leadership for climate for learning, behaviour, culture and routines across the school site.
- To lead the creation and implementation of the behaviour culture for Brunel College's new Years 7, 8 and 9 site, ensuring that strong foundations are established as the school grows to Years 7–11.
- To ensure high expectations, consistent routines and positive relationships are embedded in classrooms and across all areas of the school.
- To ensure the school's approach balances clear boundaries and accountability with a relational, nurturing and inclusive understanding of individual need.
- To support the Headteacher and Senior Leadership Team in delivering the School Improvement Plan and securing excellent outcomes for students.

### 1. Strategic leadership of climate for learning

- Develop, communicate and implement a clear whole-school vision for behaviour, relationships, routines and climate for learning.
- Establish the standards, routines and expectations for the new site from its opening and ensure these remain effective as the school grows.
- Lead the review and development of behaviour-related policies, procedures and practice.
- Ensure expectations are understood and applied consistently by all staff.
- Model calm, authoritative and relational leadership and maintain a highly visible presence around the school.
- Provide the Headteacher and Trustees with clear evaluation of strengths, priorities and impact within the area of responsibility.

### 2. Behaviour, relationships and inclusion

- Lead effective systems for promoting positive behaviour and responding to behaviour that disrupts learning or compromises safety.
- Ensure interventions are proportionate, consistent and responsive to individual needs, including SEND and other barriers to learning.
- Promote restorative and relational approaches while maintaining clear boundaries and high expectations.
- Oversee systems for rewards, consequences, reintegration and support following incidents.
- Work closely with safeguarding, SEND and pastoral colleagues to identify underlying needs and coordinate appropriate support.
- Support effective transition and induction arrangements so students understand the culture and expectations of Brunel College from the outset.

### 3. Leadership of staff

- Build staff confidence and consistency in behaviour management through modelling, coaching, feedback, professional development and clear guidance.
- Provide visible support to colleagues when behaviour is challenging and ensure agreed systems are followed.

- Challenge inconsistency professionally and constructively, holding staff to high standards while developing their practice.
- Lead relevant INSET and professional development on behaviour, routines, relationships, de-escalation and climate for learning.
- Line manage designated staff or areas as determined by the Headteacher.

#### **4. Use of information and school improvement**

- Use behaviour, attendance, safeguarding, exclusion/suspension, engagement and achievement information to identify patterns, priorities and groups requiring additional support.
- Set measurable improvement priorities and evaluate the impact of strategies and interventions.
- Contribute to self-evaluation, school improvement planning, quality assurance and reporting.
- Ensure climate for learning contributes directly to improved attendance, engagement, progress, wellbeing and successful destinations.

#### **5. Students, families and external agencies**

- Build strong, respectful relationships with students and ensure student voice informs the development of school culture.
- Communicate effectively with parents and carers regarding behaviour, progress, support and expectations.
- Work collaboratively with local authorities, schools, professionals and external agencies to support individual students.
- Represent Brunel College positively and professionally at meetings and in external partnerships.

#### **6. Teaching and professional leadership**

- Undertake an appropriate teaching commitment and model consistently strong classroom practice.
- Demonstrate the positive attitudes, relationships, routines and behaviour expected across the school.
- Support colleagues to create safe, purposeful classrooms in which students can learn successfully.
- Fulfil the professional responsibilities and conduct expected of teachers and senior leaders.

#### **7. Supporting Safeguarding and wider leadership**

- Promote and safeguard the welfare of children and young people at all times.
- Ensure behaviour practice is aligned with safeguarding, SEND, equality, health and safety and other statutory responsibilities.
- Participate fully in Senior Leadership Team duties, including operational leadership, supervision and emergency response as required.
- Contribute positively to the wider life, ethos and development of Brunel College and undertake other reasonable leadership duties requested by the Headteacher.