

TLR2 – Subject Leader

TLR – Salary 2

Remission – 2 periods (+ 4 additional periods for Subject Leader of a Creative Subject with responsibility for Scholars programmes, productions/performances/concerts/exhibitions)

Role Summary

The Subject Leader provides leadership and management of a defined subject area, ensuring high-quality teaching and learning, strong student outcomes, and effective curriculum delivery.

1) Leadership & Management

- Provide clear subject leadership and direction, ensuring consistency and high standards across all classes
- Line manage subject teachers and relevant support staff, including appraisal, support and accountability
- Ensure effective day-to-day organisation and delivery of the subject curriculum
- Contribute to the implementation of whole-school priorities within the subject, ensuring alignment but not leading whole-school strategy
- Maintain and implement subject policies and procedures consistently

2) Staff Development

- Support and develop subject staff through coaching, mentoring and collaborative planning
- Identify individual and team CPD needs and facilitate appropriate development opportunities
- Promote a culture of high expectations, professional reflection and shared practice
- Contribute to induction and support of new and early career teachers within subject

3) Curriculum & Pedagogy

- Design and implement a coherent, ambitious and well-sequenced subject curriculum

- Ensure appropriate progression across key stages within the subject
- Embed effective teaching strategies and evidence-informed pedagogy
- Respond to national curriculum developments and examination requirements
- Ensure the subject contributes to whole-school priorities (e.g. literacy, digital learning) at a subject level

4) Quality Assurance

- Implement the school's QA cycle within the subject, including:
 - Learning walks
 - Work scrutiny
 - Student voice
- Monitor consistency of teaching, feedback and assessment practices
- Provide developmental feedback and support improvement
- Report on subject strengths, priorities and impact to senior leaders

5) Assessment & Data

- Lead assessment practices within the subject in line with whole-school policy
- Analyse student progress and attainment data to identify trends and priorities
- Plan and monitor targeted interventions within the subject
- Ensure accurate tracking and reporting of student outcomes

6) Scholars Programme (where applicable)

- Design, implement and evaluate a subject-specific scholars' programme
- Identify and nurture students with particular talent and interest in the subject
- Monitor scholar progress and engagement within the subject
- Contribute to the assessment, reporting and review of scholars
- Support the promotion and marketing of the scholars' programme, including events, displays and open evenings

7) Health, Safety & Compliance

- Ensure Health & Safety procedures are implemented within the subject
- Maintain relevant risk assessments and safe working practices

- Ensure compliance with school policies within subject teaching environments

8) Resources & Budget

- Manage the subject's allocated budget effectively
- Oversee the use, maintenance and development of equipment and materials
- Ensure resources support high-quality teaching and curriculum delivery

9) Student Engagement & Outcomes

- Monitor and support student progress within the subject
- Ensure effective intervention strategies for underperforming students
- Promote engagement, achievement and enjoyment of the subject
- Support progression to further study where relevant

10) External Relations & Promotion

- Contribute to subject representation at:
 - Open evenings
 - Taster sessions
 - Marketing activities
- Promote the subject through displays, events, exhibitions and enrichment
- Develop links with external organisations where appropriate to enhance provision

11) Teaching Responsibilities

- Deliver a teaching timetable within the subject
- Model excellent classroom practice, including planning, assessment and behaviour management
- Act as a role model for high-quality teaching and professional conduct

12) Accountability

The Subject Leader is accountable for:

- Student attainment and progress within the subject
- The quality of teaching and learning within the subject team
- The effectiveness of curriculum design and delivery
- The performance and development of subject staff
- The impact of subject-specific interventions and improvement strategies
- The successful implementation of the scholars' programme within the subject