



Hamble Primary School

The Leadership and Management of Foundation Subjects

Expertise in subject leadership is demonstrated by the ability to apply professional knowledge, understanding, skills and attributes to the subject, measure the impact of this and then take further action to improve whole school outcomes.

The duties and responsibilities in leading and managing a subject are defined under the 4 areas below. At Hamble Primary School, duties and responsibilities within these are allocated to either the School Leadership Team (SLT) or to the Subject Leader (SL) as is outlined in this document. The Senior Leadership Team of the school is comprised of the Headteacher, Deputy Headteacher, Assistant Head and SENCo. For the purposes of the Leadership and management of foundations subjects the SLT reference relates mainly to the Head and Deputy Headteacher.

- A. Strategic Direction and Development of the Subject
- B. Teaching and Learning
- C. Leading and Managing Staff
- D. Efficient and Effective Deployment of Resources.

A: Strategic Direction and Development of the Subject

The SLT will:

- Establish a vision of high achievement and aspirations for all pupils.
- Ensure a clear progression in the subject with links to school's aims and values and with content that links to and builds upon previous learning within the subject and across other subjects.
- Develop and implement policies and practices for the subject, where appropriate, that reflect the school's commitment to high achievement and effective teaching and learning.
- Establish a clear, shared understanding of the importance of the subject in contributing to the spiritual, moral, cultural, mental and physical development of the pupils, and in preparing them for the opportunities, responsibilities and experiences of adult life.
- Analyse and interpret relevant research and inspection evidence to inform policies, practices, expectations, targets and teaching methods.
- Work with the Subject Leader to monitor attainment and progress made in the subject, evaluate the impact on teaching and learning, and use this analysis to guide further improvement.

The Subject Leader will:

- Take the lead when working with a member of the SLT to annually devise and write a Position Statement and Action Plan for the subject, evaluate the impact of any actions carried out and map out future actions, all of which should be rooted in the whole school priorities in the School Improvement Plan (SIP).
- Support and contribute to the development of positive attitudes towards the subject and confidence in teaching it, including contributing to training and resources if needed.
- Collate, analyse and evaluate evidence of attainment and progress made in the subject and use this to guide further improvement, in liaison with the SLT.

B: Teaching and Learning

The Senior Leadership Team and Subject Leader help to secure and sustain effective teaching of the subject, evaluate the impact and quality of teaching and standards of pupils' achievement and set targets for improvement (in line with SIP priorities).

The Headteacher and SLT will:

- Ensure curriculum coverage, continuity and progression in the subject for all pupils, including those of high ability or those with a special educational or linguistic need.
- Ensure that teachers are clear about the teaching objectives and understand the sequence of the learning journey within a unit and across a year, and how this fits into the child's curriculum journey as a whole.
- Ensure effective development of core skills through the subject by making links, as and when appropriate, with English, Maths and Computing.
- Where necessary, establish and implement clear policies and practices for assessing, recording and reporting on pupil achievement, and for using this information to recognise achievement (ensure any Higher Attaining pupils are recognised outside of core subjects).
- Evaluate the provision of the subject within the school, use this to identify effective practice and areas for improvement, and take action to improve further the quality of teaching.

The Subject Leader will:

- Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community.
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the subject and of all pupils.
- Consult with the Outdoor Learning Leader to explore where opportunities for Outdoor Learning could be implemented.
- Be proactive in promoting the subject, including how, as appropriate, to involve parents in their child's learning of the subject.
- Where appropriate, develop opportunities for effective links with the local community, including business and industry, in order to extend the subject curriculum, enhance teaching and to develop pupils' wider understanding.

C: Leading and Managing Staff

The provision of support, challenge, information and development necessary to ensure standards are maintained and to support improvement in teaching.

The SLT will:

- Establish clear expectations and positive relationships among staff involved with the subject, through team work, mutual support and developing accountability.
- Lead professional development of staff through example and support, and coordinate the provision of high quality professional development from sources external to the school.
- Provide adequate support and training for subject leaders so that they are able to carry out their duties as required.
- Monitor the Subject Leader and the impact they have in fulfilling their duties and responsibilities as Subject Leader.

The Subject Leader will:

- Sustain own motivation and, when necessary, be an advocate of the subject.
- Audit training needs of the staff.
- Be prepared to delegate where appropriate and build links across year teams to assist their managing of the subject.
- Ensure that any new information, resources or training opportunities are disseminated to staff where appropriate.
- Keep the SLT (and where appropriate, the Governing Body) well-informed about any monitoring, plans, priorities and developments relating to their subject.

D: Efficient and Effective Deployment of Resources

The identification of appropriate resources for the subject and their safe, effective and efficient use.

The SLT will:

- In consultation with the Subject Leader, establish staff and resource needs for the subject and advise the Business Manager of likely priorities for expenditure.

The Subject Leader will:

- Ensure the effective and efficient management and organisation of learning resources, including the inclusion of ICT.
- Maintain existing resources and explore opportunities to develop or incorporate new resources from a range of sources.
- Consult with Learning Leaders to allocate available subject resources with maximum efficiency to meet the objectives of the school and subject plans and to achieve value for money.