

## Yeadon Westfield Infant School

### Subject Leadership Policy 2020

Review 2023

*This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff and volunteers to share this commitment. This policy should be read in conjunction with all other school policies.*

Department of Education definition:

*'Subject leaders provide professional leadership and management for a subject to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils.'*

#### Introduction

It is the role of the subject leader to implement the aims of the school and contribute to the continued drive for improvement through their individual subject area or areas. All teachers, other than NQTS, are expected to contribute to subject leadership. While the head teacher and governors have overall responsibility for school improvement, a subject leader provides leadership and direction for an individual subject and ensures that it is managed and organised to meet the aims and objectives of the school and the subject. A subject leader has responsibility for securing high standards of teaching and learning as well as playing a major role in the development of school policy in that subject.

#### Role of the Subject Leader

Within the context of the school's aims and policies, the subject leader develops and implements subject policies, plans and practices, which reflect the school's commitment to high achievement and effective teaching and learning.

The subject leader evaluates practice and monitors the progress made by pupils and the progress towards achieving subject action plans and targets. They evaluate the impact of actions taken on teaching and learning and use this analysis to guide further improvement. To do this they include work sampling, planning sampling, teacher discussion, data analysis, pupil interviews and if possible lesson observations.

The subject leader ensures curriculum coverage, continuity and progress in their subject for all pupils. They ensure that the plans in place are understood by all those involved in putting the plans into practice.

All subject leaders develop an action plan. They create a climate which enables other staff to develop and maintain positive attitudes towards the subject and confidence in teaching it. They carry out a cycle of monitoring to make judgements about standards within their subject. Evidence of subject leadership is recorded on school monitoring forms, feedback is given to teachers and action required is taken.

The subject leader ensures the effective and efficient management and organization of learning resources to meet the needs of the school. Resources are up to date and relevant to the needs of the subject. New resources need to be identified and the potential cost discussed with the School Business Manager.

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The subject leader sustains their own motivation and that of other staff in their subject area. They audit and identify the training needs of staff and co-ordinate the provision of high quality professional development. They act as the first point of advice for staff to provide support, challenge, information and development necessary to sustain motivation and secure improvement in teaching.

The subject leader should establish and maintain a file which includes information relating to their role.

Most aspects of the subject leader's role can be discharged outside the teaching day however it is acknowledged that the role requires considerable investment of time and energy in order to have impact. When financially possible the subject leader will be given non-contact time throughout the school year to support them in their role.