



## JOB DESCRIPTION

**NAME:**

**POST:** Vice Principal

**GRADE:**

### Relationships

The post holder is accountable to the Principal in all matters relating to this post. All staff are ultimately responsible to the Chief Executive Officer (CEO). The post holder will work closely with team members and support the team when necessary.

### Purpose

The Vice Principal is to provide high quality Leadership and Management commensurate with the needs of Authentic Education.

The Vice Principal will contribute to the successful strategic leadership of the academy and will be accountable, as a member of the senior leadership team, for inspiring, managing and leading staff and students to achieve their very best and to establish a culture that celebrates and promotes academic and wider achievement.

### Main duties & responsibilities

The Vice Principal would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which might be required to carry out.

The Vice Principal, working in partnership with the Principal, will be responsible for:

#### Shaping the future (strategic leadership):

- Under the leadership of the Principal, implement the shared vision and strategic plan for the Academy which is responsive to the communities it serves. At the core of this will be the educational, personal and spiritual development of the pupils.
- Work with the Principal and staff to ensure synergy between our Trust's vision and the academy's vision and strategy.

- Work with the Principal to develop and implement a specific academy RAP underpinned by sound financial planning which identifies priorities and targets for ensuring that pupils achieve high standards and make good progress, increasing teachers' effectiveness and securing school improvement.
- Ensure that raising aspirations, achievement and attainment are achieved through an inclusive, sustainable and innovative lifelong education environment.
- Develop positive relationships and collaborative partnerships with Authentic Education.
- Develop positive and sustainable relationships with local academies, schools and other education providers to raise standards within and beyond the academy.
- Secure the commitment of parents and the wider community to the vision and direction of the academy.
- Ensure that outcomes and achievements are met in line with the academies' RAP.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious outcomes.

### The Vice Principal will support the Principal to:

- Promote excellence in outcomes and achievement, ensuring a continuous and consistent academy-wide focus on pupils' achievement and development (moral, spiritual, physical and social, as well as academic).
- Ensure that a high-quality educational experience is available for all children and young people.
- Organise and implement the data assessment of pupils through monitoring and evaluation, identify and act on areas of improvement.
- Develop an inclusive and supportive approach so that the academy is a place where all pupils feel welcome.
- Ensure that effective and appropriate pastoral and spiritual support is available to pupils.
- Establish creative, responsive and effective learning in all curriculum areas.
- Establish a flourishing enrichment programme.
- Ensure the successful creation, implementation and development of extra and cross curricular activities to enrich and broaden pupils' experience.
- Create a culture of challenge, support and high expectations.
- Use pupil performance data to guide and inform parents and carers as required.

### Raising aspirations, achievement and attainment

- Articulate and ensure the academy has the highest ambition for the progress, attainment and spiritual development for every child, placing social justice at the heart of the academy's work.
- Address the needs and aspirations of each pupil through personalised learning and mentoring.
- Use assessment data to set and monitor challenging targets.
- Challenge practice to ensure a stimulating learning environment.
- Ensure academy-wide priorities are consistently and effectively implemented.

### Developing self and working with others

- Treat everyone within the academy fairly and equitably.
- Develop a culture of personal accountability and responsibility that recognises both excellence and supports appropriate strategies to deal with under performance.
- Ensure a high standard of professional learning, including joint practice development for all staff and for self to motivate and enable all staff to carry out their roles to the highest standard based on assessment of need.
- Work with all staff to build creative, effective teams.
- Sustain their own motivation and sense of purpose and that of other staff.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academy.
- Develop the capacity of staff, through coaching and other appropriate means.

### Leading the organisation

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the academy.
- Lead by example, be personally visible and committed whilst adopting a strong, collaborative and flexible leadership style.
- Establish collaborative and open relationships with all stakeholders.
- Ensure critical evaluation of the academy's performance.
- Ensure that communication channels exist, enabling all staff to receive the information they need to carry out their professional duties effectively.
- Ensure structures deliver pupil progression, attainment and achievement.
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for each teacher and other members of staff.
- Implement our Trust's performance management framework for line-managed staff.
- Ensure the academy environment is of a high standard and reflects the aspirations of the community.
- Ensure effective use of financial, technological and other resources.

### Managing the organisation

- Work with the Principal, to recruit and retain staff of the highest quality.
- Work with the Principal to deploy all staff effectively to improve the quality of education provided.
- Manage and monitor the curriculum of the academy within the agreed delegated budget, setting appropriate priorities for expenditure allocating funds and ensuring effective administration and control.
- Take responsibility for the collection and analysis of data commensurate to the role and provide to the Principal within set deadlines.
- Support the Principal to manage and organise the accommodation of the academy efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements.
- Ensure that the allocation and use of accommodation within the academy provides a positive learning environment that promotes the highest achievement for all.

### Securing accountability

- Report to the Principal to enable them to do their responsibilities.
- Ensure all staff have clearly defined responsibilities and accountabilities.
- Establish strong teaching and learning and behaviour management.
- Support the Principal to implement robust academy self-evaluation and quality assurance procedures.
- Establish mechanisms for reporting to all key stakeholders at agreed intervals within areas of specific responsibilities.

### Supporting the work of Authentic Education

- Create strong partnerships with our Trust.
- Be a positive and active member of the academy SLT.
- Develop strong, positive relationships with colleagues in our Trust, contribute to collaborative work across our Trust and support other staff participating in Trust work.
- Participate in our Trust and sector-wide activities in order to share best practice, contribute to the development of the Trust strategies as appropriate and policies and promote the academy and our Trust in a local and national context.

### Leading in the community through collaboration:

- Create and maintain an effective partnership with parents and carers.
- Develop community engagement, promoting a continuous culture of change and nurturing creativity for all.
- Strengthen the academy's positive image in the wider community.
- Develop the academy's extended school provision.
- Actively support the diversity of the academy's communities and pupils.

### General:

- To promote and support aE's culture and encourage staff and pupils to follow this example.
- To promote and safeguard the welfare of children in your care or that you come into contact with in accordance with the Trust Child Protection and Safeguarding Policy.
- To comply with, promote and act in accordance with all Trust and academy policies.
- To be responsible for complying with data protection legislation and expectations for confidentiality. Any issues or breaches to be reported to our Trust People Director at the earliest opportunity.
- To be responsible for complying with health & safety legislation and guidance. Any issues or breaches to be reported to our Trust Estates Director immediately.
- To maintain consistent working relationship with colleagues, supporting them in line with your role and responsibilities.

- To keep colleagues informed about aspects of your work and schedule which may affect the support you can give them.
- To develop your effectiveness by updating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you.
- To identify and agree personal development objectives with your line manager.
- To be courteous to colleagues and provide a welcoming environment to visitors.

### **Additional information**

Throughout our Trust, it is our practice to vary the specific responsibilities in line with the needs of our Trust. This will be carried out in consultation with the post holder.

This is an outline job description only and the post holder will be expected to comply with any reasonable request from a manager to undertake commensurate work of a similar level, or any lesser duties, that are not specified in this job description.

The aim of the job description is to indicate the general purpose and level of responsibility of the post. Please be aware that duties may vary from time to time without changing their character or general level of responsibility. Duties may be subject to periodic review by the Chief Executive Officer or nominated representative (in consultation with the post holder) to reflect the changing needs of our Trust.

**Signed:** ..... **Date:** .....

**Post Holder**

One copy to be retained by member of staff and one kept on the employee's file.

**Authentic Education is committed to providing a safe, supportive and stimulating environment for all its pupils following Keeping Children Safe in Education Guidelines. This post is exempt from the Rehabilitation of Offenders Act 1974.**