



UNIVERSITY OF
LINCOLN

ACADEMY TRUST

Assistant Vice Principal

Gosberton House Academy

Job details

Salary: Leadership Scale L6 – L10 (£53,380 -£58,959)

Contract type: Permanent

Reporting to: Vice Principal and Principal Gosberton House Academy

Main purpose

The purpose is to support the leadership and management of Gosberton House Academy in line with the ethos, vision and values of UoLAT.

Duties and responsibilities

Ethics and professional conduct

To uphold and demonstrate the Seven Principles of Public Life (Nolan Principles)

- Selflessness- Holders of public office should act solely in terms of the public interest.
- Integrity-Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- Objectivity-Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- Accountability-Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- Openness-Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- Honesty-Holders of public office should be truthful.
- Leadership-Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

School Culture

- Supporting the Principal and Vice Principal in establishing and sustaining the academy's ethos and strategic direction in partnership with those responsible for governance and through consultation with the whole school community
- Supporting the Principal and Vice Principal creating a culture where pupils experience a positive and enriching school life
- Supporting the Principal and Vice Principal in promoting positive and respectful relationships across the school community
- Supporting the Principal and Vice Principal in promoting a safe, and inclusive environment
- Supporting the Principal and Vice Principal in ensuring a culture of high staff professionalism working within Investors In People standards.

Leadership and management of the academy

- Manage middle leaders, developing a professional culture amongst all staff

- Supporting the Principal and Vice Principal in implement the trust's appraisal policy and other management processes and systems being mindful of workload
- Supporting the Principal and Vice Principal in the recruitment of teaching and non-teaching staff

Teaching and learning

- Work with staff to promote high quality teaching across all subjects/aspects/pathways and build on an evidence informed understanding of effective teaching and learning which clearly identifies the knowledge, skills and values to be taught
- Implement consistent, fair and respectful approaches to prompting well-being and sense of self-worth, positive relationships, self-regulation and good citizenship and ensure the academy holds ambitious expectations for all children
- Supporting the Principal and Vice Principal in establishing and sustain a culture and practices that enable children to access a broad, relevant, coherent and meaningful curriculum which clearly identifies the knowledge, skills and values to be taught

Communication and partnerships

- Good communication lies at the heart of good management and it is particularly important that you provide excellent communication with parents/carers.
- Forge constructive relationships beyond the academy, including with the local community, voluntary groups, fellow professionals and the local authority

Organisational management

- Supporting the Principal and Vice Principal to ensure the protection and safety of children and staff through effective approaches to safeguarding as part of the duty of care
- Supporting the Principal and Vice Principal to ensure rigorous approaches to identifying, managing and mitigating risk

Terms and Conditions including salary

The post has a six months probationary clause as all Trust posts. The salary has a five point scale, which will automatically increase annually if your appraisal is satisfactory.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the CEO, Principal, Vice Principal.

