

Overview

Job title	Principal, Pegasus Primary School
Reporting to	Education Director
Responsible for	Senior leaders and staff in academy
Salary Scale	Primary: L19 – L23

Vision and purpose

The role of Principal is crucial to the rapid improvement of academies in our Trust, against the Summit Academy Designations, learner outcomes and Ofsted grades. The Principal is responsible and accountable for delivering excellent standards of teaching and learning in their academy, for ensuring that all pupils and staff are safe and happy and for maintaining strong professional links with our Summit Learning Trust Central Teams.

Principals will at all times adhere to and promote the agreed Summit Leadership Principles and Behaviours.

The Principal will ensure that the academy's values align to those of our Trust, and will champion and promote our Trust work across all academies. In addition, the Principal will develop and build a strong individual academy ethos rooted in the context and community of the academy.



Main duties and responsibilities

- Ensure that safeguarding is the top priority in all aspects of the academy and for the whole academy community. Carry out and adhere routinely to all appropriate safeguarding procedures and processes in terms of recruitment, record keeping and staff members and learner behaviours
- Using regular, precise and rigorous self-evaluation, devise and implement a clear strategic plan for ambitious academy improvement in line with Summit Learning Trust Vision and Values.
- Through the implementation of robust monitoring and review systems, develop and embed the highest standards of teaching and learning and consequent achievement and progress outcomes at the academy
- Systematically identify and map emerging talent in your staff team and support career pathways and succession planning through our Professional Learning Institute
- Promote and champion Anti-Discrimination and Diversity (ADD) and promote British values in all aspects of the academy's work
- Through proactive and constructive partnership with Summit Learning Trust Central Teams, ensure the smooth running and operation of the academy on a day-to-day basis. Maintain an appropriate level of skills in finance, HR and health and safety to enable adherence to the academy responsibilities for each Directorate as set out in the Service Level Agreements.
- Be a visible and proactive champion for our Trust, its vision and values, and lead your colleagues in their understanding of the benefits of our Trust family
- Ensure the implementation of accurate and regular assessment of learner progress by teachers and the analysis of this data. Require leaders and all staff members to use this analysis to inform curriculum planning and implementation.
- Review achievement and progress information across all year groups and for all groups of learners, systematically and regularly, to ensure your accurate understanding of the quality of teaching and learning across the academy
- Prioritise the strong progress and achievement of all learners and notably most-able learners, disadvantaged pupils and those pupils with special educational needs and/or disabilities
- Encourage, inspire and coach senior leaders, whilst holding them robustly to account



Main duties and responsibilities

- Provide a role model of consistency, integrity, drive and purpose for all colleagues and learners
- Aspire to Tier 1 and above of the Summit Principal standards, proactively embracing development opportunities to support you in this
- Forge productive and outward-facing links with external organisations and providers to enhance provision in the academy and our Trust
- Liaise closely with other academies in our Trust to share and benefit from highly skilled colleagues and their expertise
- Demonstrate visible commitment to academy-to-academy support across our Trust
Prioritise the wellbeing and motivation of all staff members in the academy
- Lead and develop strong and positive working relationships with colleagues to enthuse, inspire and engage them in order to achieve a highly effective and skilled workforce
- Establish and maintain positive relationships with parents, carers and the wider academy community, governors, Trustees and community leaders
- Deliver, as required, high quality presentations to Local Governing Bodies, Trustees and Senior Trust leaders to inform about the quality of education at the academy

Whilst every effort has been made to explain the main duties and responsibilities of the post it may not identify every individual task that is required.

This job description is current at the time of appointment but you may be directed to undertake other duties as required to ensure the smooth running of the academy and following consultation with you, the job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

