

Role Profile: Senior Principal
Reporting to: CEO
Responsible for: Regional AP Leaders – Devon

Responsible for:

Provide oversight of leadership across the Devon regional APs, ensuring all children and young people, and all academy staff, are supported to achieve their full potential within a safe, inclusive environment, in line with local authority and statutory requirements.

Senior Principal - Main Duties and Responsibilities:

- Provide effective line management to Devon Regional Academy Leads, ensuring strong leadership, high-quality provision, excellent teaching and learning, and robust safeguarding and compliance
- Provide operational support and guidance to Devon regional academy leads
- Act as the senior link between academy leaders and the Executive Team, escalating risk and assuring alignment with Trust priorities
- Contribute to and drive Wave's strategic plan, including providing intelligence, insight and assurance to support Trust Board governance.
- Ensure Wave's culture, values, policies and operational frameworks are embedded consistently and adhered to across academies
- Strengthen governance and accountability by supporting Principals to work effectively with Hubs, ensuring clarity of roles, statutory responsibilities and robust challenge and oversight
- Represent the Trust operational engagement with Devon Local Authority and external partners, as directed by the Executive Team.
- Provide intensive, hands-on operational leadership and support for defined periods, stepping into key functions as required to stabilise provision, address urgent priorities, and secure sustained improvement outcomes

Strategic Leadership and Vision

- Provide clear, values-led, ethical leadership aligned to the vision, ethos and strategic priorities of Wave Multi Academy Trust



- Lead the development, implementation and evaluation of the School Improvement Plan
- Promote a culture of high expectations, inclusion, equity and ambition for all pupils and staff.
- Contribute to Trust-wide initiatives, collaboration and system leadership as appropriate.
- Uphold the highest standards of professional conduct and the Teachers' Standards.

Quality of Education

- Ensure consistently high-quality teaching and learning are embedded across the curriculum, supported by effective use of data and evidence-informed approaches to improve outcomes and reduce barriers to learning.
- Ensure the school's strategic approach to reading is impactful, promoting a strong reading culture and ensuring leaders have the systems and expertise to deliver high-quality provision.
- Implement and develop an ambitious, broad and balanced curriculum that aligns with Trust principles and statutory requirements.
- Lead effective assessment and the use of data and evidence-informed practice to drive improvement and raise standards for all groups of pupils.
- Ensure high-quality, evidence-informed professional development for all staff.
- Support innovation and continual improvement in pedagogy.
- Lead engagement with Trust-wide professional learning, curriculum development and quality assurance processes.
- Lead effective vocational, enrichment and personal development pathways
- Ensure all pupils make strong academic and personal progress, with particular focus on disadvantaged pupils, pupils with SEND and other vulnerable groups.

Inclusion

- Create and lead a safe, positive and inclusive learning environment where all pupils feel supported, valued and ambitious for success, with high expectations for every learner regardless of need or background.

- Champion inclusion and equity across the school, ensuring high-quality ordinarily available inclusive universal provision, early identification of need and effective graduated responses that enable all pupils, including those with SEND and additional needs, to thrive.
- Lead behaviour, attendance and pastoral systems that are inclusive, trauma-informed and consistent, promoting engagement, progress and wellbeing for all pupils.
- Work constructively with families, governors and external agencies to deliver a joined-up approach to support, including SEND services, health and social care, ensuring timely and effective interventions.
- Build staff expertise in inclusive practice, fostering a culture of shared responsibility for inclusion through professional development and reflective practice.

Safeguarding & Vulnerable Learners

- Ensure robust safeguarding, child protection and health and safety policies and practices.
- Promote a strong safeguarding culture, working with Trust safeguarding leads and external agencies as required.

Leadership & Staffing

- Lead and develop the Senior Leadership Team and all school staff within a supportive, accountable Trust framework.
- Promote staff wellbeing, professional growth and a culture of reflective practice.
- Ensure effective appraisal and performance management in line with Trust policies.
- Work collaboratively with the Trust's central team on recruitment, talent development and succession planning.

Finance & Resources

- Be responsible for the effective day-to-day management of the school's delegated budget.
- Work with the Trust's finance and operations teams to ensure value for money and financial sustainability.

- Ensure the school site and resources are safe, well-maintained and conducive to learning, supported by the Trust’s estates and operations services.
- Ensure systems and processes support high-quality education and operational excellence.

Governance, Accountability and Partnerships

- Work closely with the Local Monitoring Hub, Trust Board, (where applicable) and Executive Leaders to ensure strong accountability.
- Provide clear, accurate information to support effective governance and decision-making.
- Represent the school positively within the Trust, the local community and wider educational networks.
- Lead school self-evaluation and preparation for Ofsted, supported by Trust systems and expertise.
- Ensure full compliance with statutory responsibilities, including safeguarding, curriculum, assessment, health and safety, and data protection.

Person Specification

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
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| Relevant Experience | <ul style="list-style-type: none"> • Significant senior leadership experience within a school • Proven track record of improving outcomes for all pupils, including disadvantaged pupils, pupils with SEND and vulnerable learners. • Experience of leading and improving teaching and learning, curriculum development and assessment. • Experience of line-managing and developing staff, including performance management. | <ul style="list-style-type: none"> • Senior Leader within an AP/PRU/Special School • Experience of providing operational or improvement support beyond one’s own school. |



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| | <ul style="list-style-type: none"> • Substantial experience of safeguarding and child protection responsibilities. • Experience of working with governance structures (e.g. governors, trustees, hubs) and contributing to accountability and assurance processes. • Experience of leading change and securing sustained improvement. | |
| Education & Training | <ul style="list-style-type: none"> • Degree-level qualification or equivalent • Evidence of continued professional development, particularly in leadership | <ul style="list-style-type: none"> • QTS • NPQH or other senior leadership qualification • Postgraduate qualification in education or leadership |
| Specialist Knowledge & Skills | <ul style="list-style-type: none"> • Clear commitment to safeguarding and promoting the welfare of children and young people • Strong understanding of effective school improvement planning and self-evaluation • In-depth knowledge of curriculum design, assessment and evidence-informed practice • Clear understanding of inclusive education, SEND frameworks and graduated responses • Secure knowledge of safeguarding, child protection and statutory responsibilities • Understanding of behaviour, attendance and pastoral systems that promote inclusion and wellbeing • Understanding of school finance, budgeting and value for money • Strong knowledge of Ofsted frameworks and inspection processes • Strategic thinker with the ability to translate vision into effective operational practice | <ul style="list-style-type: none"> • Understanding of Trust-wide systems, quality assurance and centralised support models • Coaching and mentoring skills to support staff development • Experience of system leadership or contribution beyond own school |



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| | <ul style="list-style-type: none"> • Inspirational and values-led leader who motivates staff and pupils • Strong leadership and people-management skills, with the ability to develop leadership capacity in others • Highly effective communicator with pupils, staff, families, governors and external partners • Strong analytical skills, with the ability to use data to evaluate impact and drive improvement • Ability to manage competing priorities and work successfully within a Trust framework • Ability to build strong partnerships and collaborate effectively across a MAT | |
| Additional Attributes/ Factors | <ul style="list-style-type: none"> • Strong commitment to the vision, values and ethos of Wave Multi Academy Trust • Unwavering commitment to inclusion, equity and high expectations for all pupils • Resilient, reflective and solution-focused approach to leadership • High levels of integrity, professionalism and accountability • Commitment to staff wellbeing and creating a positive workplace culture • Passion for continuous improvement and professional learning • Regular access to a car; • Current driving licence; • Motor insurance certificate with Business use | <ul style="list-style-type: none"> • Ambition to contribute to Trust-wide leadership and system improvement |

