

**Launceston College
Multi Academy Trust**



Applicant Pack

Vice Principal

Job Title: Vice Principal	Start date: September 2022
School base: Launceston	Contract type: Leadership
Closing Date: 9am on Friday 20 th May	Salary: L16 – L20 £61,166 – £67,364
Interviews on: Wednesday 25 th May, with Principal led school tours available on Tuesday 24 th May	Contract term: Permanent

Our Trust

Launceston College is part of the Launceston College Multi Academy Trust (Trust) alongside Altarnun Primary, Atlantic Academy, Bideford College, Egloskerry Primary and Launceston Primary School.

Our vision is to develop adventurous and ambitious students, who have the character, resilience and self-awareness required to be successful, whatever their background or circumstances. We seek to teach and support them to be responsible as well as happy and successful young people by learning the knowledge, skills and values that are essential for society.

We have exceptionally high aspirations for our students and seek to support them no matter what their background or circumstances.

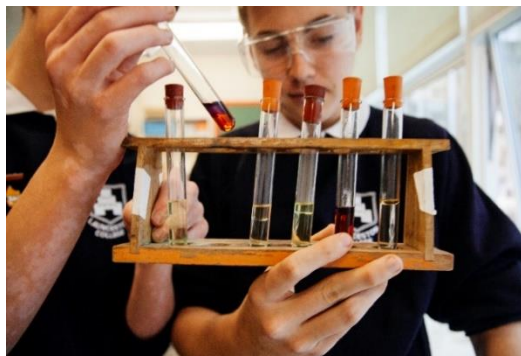
We offer a distinctively broad, personalised, and academically rigorous curriculum across our primary and secondary schools, and aspire to the highest standards of teaching and learning.

As a Trust we share information and best practices to ensure we focus on an excellent and sustainable 0-19 learning journey for children, with a strong focus on our school and Trust community.

The Trust offers expert guidance and advice to students to help them shape and achieve their future goals without limitation. We want to equip every student with the knowledge, skills and values they need to achieve the very best that they can.

We seek applicants who are aligned to our vision and ethos and have the talent and passion to deliver that vision successfully. We support all our schools with our Trust-wide leadership and management, CPD, safeguarding, external networks, teaching and learning, school improvement, financial, administrative, estates and HR expertise.

We are looking for teaching and support staff who will deliver an exceptional education for the young people in our care.



Our College

Launceston College is a large and established 11 – 18 secondary school in Launceston, Cornwall. The belief at Launceston College is that the most vital part of any school is the people who make it what it is. Our students enjoy being part of our school community and we have a strong team of staff at the College who are united in encouraging students to work hard, to achieve their best and to respect others. To do this we believe that students need to be fully challenged and supported within a caring environment.

We believe that students should have all their achievements recognised, acknowledged and given credit; no child, however, should ever take away another child's right to a high-quality education. The College is therefore run in a well-disciplined, orderly and respectful manner; we have rules and we expect students to follow them. Our very high expectations for standards of behaviour from all students were recognised by Ofsted in their most recent inspection who judged the behaviour of our students to be “outstanding”.



We are committed to the pursuit of individual excellence and achievement whilst ensuring that no-one is left behind. We believe in the education of the whole person and try to provide a range of experiences which promote the spiritual, moral, social and cultural development of our students; we are an accredited “Adventure Learning School” and provide a wide range of adventurous learning opportunities both inside the curriculum and beyond.

We will offer:

- A modern, well equipped college with outstanding facilities.
- A large team of dedicated and committed staff.
- A Trust culture which seeks to be fair, developmental, and supportive of staff and pupils.
- Opportunities to access professional development to ensure success in the role.
- An employee assistance programme.
- A cycle to work scheme.
- A focus on staff wellbeing.
- Generous pension and holidays.
- A large network across the primary and secondary settings.
- Attractive pay and opportunities to develop skills across the Trust.
- Support from cross Trust systems and school improvement leaders.



Vice Principal

Main purpose of the role:

This leadership position is open to dynamic, inspiring and outstanding leaders who have a proven track record of delivering excellent improvement and achievement. The role requires strategic thinking and an ability to lead from the front whilst offering challenge and support to all. The Vice Principal will be a key part of the leadership team, reporting to the Principal and deputising in their absence. The successful candidate will:

- demonstrate a passion for education and a desire to improve the life chances of all students;
- have the ability to build a culture of continuous learning and development;
- adapt rapidly to the challenge of building on the existing strengths of the school to achieve all round excellence in teaching and learning;
- assess their approach and style and challenge themselves to think differently about how to best align their leadership to the needs of the school;
- have the ability to empower and motivate staff;
- lead on the curriculum design and assessment;
- maintain and develop the Trust's ethos of diversity, inclusivity and equality of opportunity;
- have successful experience as a senior leader with a proven track record of success.

Reporting to:

Principal

Salary:

L16 – L20

Purpose:

- i. Support the development and creation of school policies and support, decision-making and strategic planning.
- ii. To promote and develop excellence in standards of teaching and learning.
- iii. Develop an ethos of extremely high expectations amongst others. Work with the senior team to promote extremely high standards of attitude and behaviour amongst pupils.
- iv. Take full accountability for key areas of the school's work, in particular Teaching and Learning, curriculum design and assessment, staff performance development and CPD.
- v. Manage staff and resources in agreement with the Principal.
- vi. Monitor progress towards the achievement of the school's aims and objectives.
- vii. Be a highly visible presence around the school and model expectations of staff and students.
- viii. Improve outcomes for students, including the most disadvantaged by leading on a range of academic, pastoral and extracurricular strategies.

Under the direction of the Principal the Vice Principal will:

Leadership

- i. Support the day-to-day running and management of the school.
- ii. Work with the Principal to lead the Senior Leadership Team forward.
- iii. Communicate the school's vision compellingly and support the Principal's strategic leadership.
- iv. Lead by example, focusing on providing excellent education for all students.
- v. Lead on particular whole-school strategies and policy areas.
- vi. Lead meetings, processes and working parties as required.
- vii. Build positive relationships with members of the school community and stakeholders.
- viii. Keep up to date with developments in education and chair committees as appropriate, working with governors and staff.
- ix. Provide statistical information to internal/external partners as required.

Managing staff

- i. Assist with the selection and recruitment of new teaching staff.
- ii. Performance manage staff, including carrying out appraisals, providing professional development opportunities and holding staff to account for their performance.
- iii. Line manage designated colleagues, creating an ethos within which they are motivated and supported to develop their skills and knowledge and CPD.
- iv. Commit to their own professional development, proactively identifying development opportunities.

Modelling best practice for teachers

- i. Demonstrate excellent performance against parts one and two of the teacher's standards and the school's golden rules of teaching.
- ii. Contribute to the development of the Trust by sharing effective practice, working in partnership with other schools and promoting innovation.

Systems and processes

- i. Lead on ensuring that the school's systems, organisation and processes are well considered, efficient and fit for purpose.
- ii. Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding pupils and extremely high expectations of exemplary behaviour.
- iii. Implement systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and expecting excellent professional behaviours.
- iv. Support the Local Governing Body as appropriate.
- v. Support strategic, curriculum-led financial planning to ensure efficient and effective use of resources.

The Vice Principal will carry out any reasonable tasks as appropriate and as directed by the Principal.

Person specification – Vice Principal

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and School Experience: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:		
	degree teaching qualification commitment to own self development	higher qualification in education and/or management experience in senior leadership curriculum and pastoral experience at senior management level NPQH
Experience of Educational Leadership and Management: In their statement of suitability and during the selection process, candidates will demonstrate that they have experience in:		
	successful leadership developing and implementing strategies for raising achievement and achieving excellence for students, staff and self school development planning and evaluation data analysis and target setting using evidence-based information about effective learning and assessment for learning	change management being part of a team that has led a school from one Ofsted category to another (e.g. Good to Outstanding)
Personal and Professional Qualities and attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	ability to work collaboratively with a wide range of colleagues to improve outcomes provide strategic and creative leadership to maintain and develop a school vision with quality learning for all at its centre	

	<p>work as a member of the School Leadership Team to take the school forward</p> <p>lead by example and to inspire, motivate, influence and empower staff and students through personal commitment, maintain and develop our ethos of diversity, inclusivity and equality of opportunity</p> <p>set priorities and agree and achieve ambitious goals and targets</p> <p>work collaboratively with others, delegating appropriately</p> <p>create an environment in which staff accept their responsibility for students' learning outcomes</p> <p>seek and act on feedback from others, including colleagues and governors</p> <p>build and maintain effective relationships and communicate appropriately with governors, staff, students and parents</p> <p>demonstrate emotional resilience, stamina, empathy and flexibility when dealing with challenge</p>	
Professional Knowledge and understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding in:		
	<p>whole school teaching and learning</p> <p>curriculum developments and design in all key stages</p> <p>current educational issues, including national policies, priorities and legislation</p> <p>effective strategies for maintaining and developing high standards of attainment, progress, behaviour and attendance</p> <p>principles and practice of educational inclusion, diversity and access</p> <p>developing choice and flexibility to meet the learning needs of every student</p>	

To apply:

To apply for this job, please complete the application form: (provided in two formats below):
(Please note that for the Word application, you may have to download the file)

[Word Application](#)

[PDF Application](#)

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are warmly invited.

Safeguarding Statement:

Launceston College Multi Academy Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to DBS clearance and appropriate pre-employment checks.

