

**Role Title:** Vice Principal - Quality of Education

**Salary Range:** L11 – L16 - £63,815 - £72, 162

**Reporting to:** Head of School

**Our Values:**

- **Teamwork**

We recognise that when we work together effectively, we are stronger and more consistent.

- **Empathy**

Consider the consequences of my decisions, large and small on those around me.

- **Inclusivity**

Everybody is treated fairly and equally no one is marginalised or left behind.

- **Respect**

We will ensure that we have due regard for the feelings, wishes, or rights of others in every action we take.

- **Positive**

It is our intention to stay constructive, optimistic and confident both for and with our young people and their families.

We believe that the values that we embody in Wave empower young people to succeed, these are the values we are looking for when we seek new staff

This is a new and unique opportunity for an experienced leader to play a key role at North Cornwall Academy. You will play an important part in ensuring the best possible quality of education for our pupils. You will use your wealth of knowledge and expertise in teaching and learning to work collaboratively with teachers to help develop the team of exemplary classroom practitioners.

**Main Purpose**

- Lead the curriculum and teaching and learning across the academy ensuring high quality and progress for all
- To lead, motivate and support all staff in raising the outcomes for all students and groups of students so that the proportion of students making expected and better than expected levels of progress continues to rise rapidly. To engage in other leadership roles as reasonably required by the Principal.

**Key Responsibilities**

- Promote excellence, equality and high expectations for all staff and pupils
- Provide strategic and operational leadership to raising and maintaining strong outcomes, in partnership with the Senior Leaderships
- Ensure the curriculum is consistently ambitious and coherently planned and sequenced

- towards cumulatively sufficient knowledge and skills for future learning
- Lead on the implementation of the curriculum that leads to excellent learning where all students no matter starting points or gaps can be successful
  - Liaise effectively with the Primary Lead to ensure that both secondary and primary phases of the school are equally strong in terms of the quality of education
  - Quality assure the effectiveness of teaching practices enabling targeted continuous professional development that ensures teaching is of the highest quality, in partnership with the Senior Leadership Team
  - Use well-researched evidence of best practice to lead professional development to raise attainment for all students, keeping abreast of developments at national level and in line with DfE and Ofsted
  - Provide CPD, challenge and support that empowers teachers to manage classrooms effectively in order that students are always engaged and making strong progress
  - Enable all teachers to achieve expertise in adapting planning through example, support and by leading or providing high quality professional development opportunities and through effective coaching of staff
  - Contribute to the Performance Review of all subject leaders/phase leaders/teachers in the area of work, holding staff effectively to account and in line with the teacher standards, in partnership with the Senior Leadership Team
  - Ensure Trust wide policies, systems and processes are effectively implemented
  - Ensure assessment is used effectively to support planning
  - Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises
  - Analyse and report accurate school progress and attainment data to SLT and stakeholders as required
  - Ensure a strong and purposeful climate for learning throughout the Academy
  - To provide operational leadership to cover requirements ensuring strong delivery of curriculum is maintained even in the event of absent staff.
  - To carefully monitor staff workload and wellbeing recommending and implementing changes to create efficiencies for all
  - To ensure that the Headteacher, SLT, Governors and Trust School Development Team and other relevant stakeholders are well informed about priorities, progress and targets in terms of Quality of Education in line with our commissioning agreement and that these are incorporated into the School Improvement Plan

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 carry out. The postholder may be required to perform other duties appropriate to the level of the role, as directed by the Principal.

Wave Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Trust

**Person Specification**

ATTRIBUTES	ESSENTIAL	DESIRABLE
Relevant Experience	<ul style="list-style-type: none"> <li>• Relevant experience in mainstream/special school</li> <li>• Experience working at middle or senior leadership level within MAT or school</li> <li>• Evidence of having created and implemented improvement plans</li> <li>• Evidence of having raised standards of achievement</li> <li>• Recent successful experience of involvement in successful innovative curriculum development</li> <li>• Display personal and interpersonal development and team-working skills</li> <li>• Evidence of an ability to develop and maintain relationships with stakeholders built on honesty and integrity</li> <li>• Pro-actively plan, organise and manage workload</li> <li>• Display reflective practice</li> <li>• Display Knowledge and understanding of appropriate use of ICT in an education setting;</li> <li>• Display regular evidence of initiative taking</li> <li>• Display robust self-management skills with regard to problem solving</li> <li>• Experience of working with children with additional needs either in a special or main-stream setting;</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in SEN</li> <li>• Experience in delivery CPD</li> </ul>

Education and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Honours degree in a relevant discipline</li> <li>• Subject specific experience</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualification relevant to post</li> </ul>
Special Knowledge and Skills	<ul style="list-style-type: none"> <li>• Robust self-management skills;</li> <li>• Knowledge of Performance Management and the ability to set and monitor appropriate targets;</li> <li>• Ability to plan and deliver effective training and development programmes which meet identified needs within the academies.</li> <li>• The ability to make sound judgements on standards of teaching and learning observed, giving quality feedback</li> <li>• Ability to enhance performance by motivating and developing staff, helping them acquire the skills to improve</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of primary and secondary national strategies</li> </ul>
Additional Factors	<ul style="list-style-type: none"> <li>• Regular access to a car</li> <li>• Current driving license</li> <li>• Motor insurance certificate with Business use</li> </ul>	