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| **JOB DESCRIPTION** |  |
| **Post:** | **Strategic Director of Student Support Services (Deep Support)** |
| **Reports to:** | **The Principal** |
| **Main Accountability:** | |
| The primary purpose of the Director is to support the Principal to provide strategic leadership for the academy; secure high quality education and high standards of attainment for all students and an education which encourages and enables all within the school community to develop their potential spiritually, morally, socially, physically and intellectually.  The Strategic Director will support the Principal and Governing Body to ensure that the Academy: | |
| * Effectively addresses the educational needs of the young people in the local community and encourages them to achieve excellence * Attains the highest possible standards of achievement and prepares students to meet the opportunities, experiences and responsibilities of adult life * Is organised inclusively to secure effective learning and teaching for all students with due regard to their ethnicity, gender, ability and religious beliefs * Exhibits the vision, ethos and Christian values in its overall aims and objectives and across the life of the Academy * Develops its specialism of Business and Enterprise and curricular focus which contributes to the life chances for all students and uses the learning environment to its maximum potential * Seeks out and develops opportunities for student development through outdoor education * Ensures the academy continues to develop and maximises the benefits of its links to Gordonstoun and membership of Round Square * Is well governed and makes the best use of its resources to achieve the goals and targets identified * Promotes positive relationships across the community and contributes to local social and economic development * Is shaped by contributions from all legitimate stakeholders * Broadens perspectives and raises student aspirations through local, national and international links | |
| **Main Duties and Responsibilities** | |
| * To undertake the full range of duties and responsibilities as required by the Principal as set out in:   a) The Academy Contract.  b) The appropriate standards for Teachers and Headteachers as set out in the STPCD.  c) Any other duties commensurate to the post title which the Principal may deem appropriate.   * An intervention, challenge and support role with curriculum areas and year groups. * Participation in continuous professional development (1 event) and support/consultancy work in at least one other school per year. * To actively promote equality of opportunity for all students and staff.   To act as the Principal of The Samworth Church Academy as may be required.  Formulating an annual Development Plan for Deep Support that demonstrates how it will have impact across the Academy and what will have changed in the Academy as a result of the work of the Deep Support Team.  Ensuring that all areas of priority within Deep Support are allocated and that you have in place systematic monitoring to ensure that they are completed to a high quality and to deadlines.  To address any issues arising from Ofsted visits and ensure that all areas for which you are strategically responsible for are prepared for future Ofsted visits and inspections.  Having strategic leadership of Safeguarding across the academy providing leadership and quality assurance for staff in this area, specifically the DSL(s).  Having strategic leadership of intervention strategies across the academy providing leadership and quality assurance for staff in this area, specifically the Team Director of Deep Support.  Having strategic leadership of SEN/D across the academy providing leadership and quality assurance for staff in this area, specifically the SENDCo.  Having the strategic lead of Inclusion (including provision for Looked After Children, Pupil Premium Allocation, Alternative Provision) across the Academy providing leadership and quality assurance for staff in this area, specifically the Inclusion Manager.  Having strategic leadership of attendance and admissions across the academy providing leadership and quality assurance for staff in this area, specifically the EWO and admissions coordinator.  Having the strategic lead of all behaviour management systems (Consequences) across the Academy providing leadership and quality assurance for staff in this area.  Having the strategic lead of wellbeing and pastoral support systems (including the development of the Christian Ethos and SMSC) across the Academy providing leadership and quality assurance for staff in this area, specifically the Chaplain and Associate Team Director with responsibility for wellbeing.   * Contribute to the formulation of the Academy’s annual Development Plan. * Provide a strategic lead, including support, challenge and intervention, for identified Schools/Faculties and Departments. | |
| **Expectations** | |
| * To be flexible in order to meet the constantly changing demands of the role. * To be prepared to undertake outreach work on behalf of the Academy. * To keep up to date on educational development, strategy and thinking. * To actively pursue your own development as a potential Principal/Headteacher. * To show commitment to the rigorous continuous improvement of schools. * To comply with the Academy policies and procedures at all times. * At all times the post holder must adhere to professional business standards of dress, courtesy and efficiency in line with the ethos of the Academy. * To demonstrate a positive commitment to working with all stakeholders (students, governors, parents, staff, etc.) to improve the performance of the Academy. * Be committed to providing a “world class” workforce in order to provide the best possible opportunity for all our students. | |
| **Working in Partnership** | |
| * To present a coherent and accurate account of the Academy’s performance in forms appropriate to a range of audiences, including governors, parents, staff, students and the wider community * To develop and maintain effective partnerships with parents, the local community, further and higher education, business and industry * To develop and maintain close partnerships with feeder primary and local secondary schools and academies * To further develop links and relationships with national and international learning organisations * To ensure the Academy develops an effective working relationship with the media, within a local and national landscape, in order to ensure that the Academy is presented in a positive light | |
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| **General** | |
| * To undertake any other duties commensurate with the remuneration of the post as reasonably required by the Principal. | |
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**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher Status (QTS) * A good honours degree * Leadership or management qualification | * Commitment to ongoing personal professional development at leadership level |
| **Knowledge and Experience** | * Successful recent strategic leadership experience gained as a Senior Leader * Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and implementing and managing change * An up-to-date knowledge of school development planning and evaluation including digital platforms * Able to provide strategic and creative leadership and develop a vision which has learning and achievement at the core * A detailed understanding of current educational issues, including national policies, priorities and legislation * A clear understanding and personal commitment to the development of the Christian ethos of the Academy * A detailed knowledge of quality assurance systems (including performance management) * A commitment to developing choice and flexibility to meet the learning needs of every student * A record of sustained impact on students’ progress in their learning and outcomes * Experience of Project Management * Successful experience of using target setting, data analysis and curriculum innovation to improve performance | * Understanding of ‘The Deeps’ * Proven successful experience of school self-evaluation and accountability and the school improvement process * Knowledge of relevant national and local issues and legalities with regards to SEND, attendance, exclusions, alternative provision, admissions and appeals. |
| **Ability / Skills** | * Work to tight deadlines * To be innovative and progressive * To work constructively with teams * A positive, clear and strategic approach to problem solving * Strong IT skills * To be a strong leader with evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution | * Sensitive * Adaptable * To be visible and role model being high profile with a professional approach |
| **Equality and Diversity** | * Awareness of and commitment to equal opportunities * Ability to promote and support the Academy’s Equality and Diversity Policy |  |
| **Personal Qualities** | * Ability to motivate and inspire others: both colleagues and students * Excellent inter-personal and communication skills * Commitment to the safeguarding and promoting the welfare of children and young people * Commitment to the Christian character of The Samworth Church Academy * Commitment to ongoing research into teaching and learning and school improvement * Commitment to teamwork and positivity | * Enthusiastic * A good sense of humour * Resilience * Approachable |