

Raising Attainment Leader - Year 11 (Head of Phase 3)

Trinity Academy

Job Description

Position Profile

Job Title:	Raising Attainment Leader - Year 11 (Head of Phase 3)
Responsible to:	Assistant Headteacher
Salary:	CST pay scale plus CST Responsibility allowance R3 (£7,432)
Start date:	1st September 2023

Purpose of the role

To ensure the maximum academic attainment for our Year 11 students, our first year of students to sit GCSEs.

Details of the role

Our mission at Trinity is to create a world class school. As such, we expect that all members of our community seek to become the best version of themselves, developing Head, Heart and Soul, so that our students will ultimately be successfully and happily employed in a career with prospects, as well as being citizens with a burning passion to serve their communities.

Our goal is to be a +1 school for progress - our approach to intent and implementation is with this continually in mind.

We believe that education has the power to change lives and communities and we constantly strive to improve our practice to allow our students to have the best outcomes, academically, pastorally and in their character. Our belief statements are very important to us and we strongly recommend that you read them to check they align with your beliefs. (<https://www.trinityacademybristol.org/about-us/our-vision-and-beliefs/>)

Key responsibilities for the post of Raising Attainment, Year 11 are:

- to be responsible for the outcomes of Year 11
- to be a highly present figure championing the outcomes of Year 11
- to design the pathway to effective public examinations
- to be responsible for assessment, data analysis and reporting for Year 11
- to use data effectively to relentlessly pursue better outcomes for **all** our young people, especially the disadvantaged
- to implement strategies to close gaps in attainment
- to work with and lead Heads of Department in ensuring excellent outcomes in every subject
- to promote and lead on effective teaching and learning strategies for year 11 that are both inclusive and also ensure excellent outcomes
- to frequently report to the leadership team on Year 11 progress and concerns
- to work closely with other middle leaders, both pastoral and academic
- to lead the Year 11 team to ensure that students feel safe, happy and motivated
- to track and promote onward destinations from Year 11

Every teaching post at Trinity must also embrace the following, structured into our three foci; Head, Heart and Soul with a forth area of responsibility for leadership and management:

Head: a place of learning

The role requires you to

- plan and deliver and quality assure highly academic lessons which implement curriculum intent and deliver excellent outcomes (both academic and pastoral) for all learners
- treat time as precious, ensuring that all tasks and activities are clearly linked to intended learning – everything with a purpose, empowering those most in need
- lead teaching and non-teaching staff to ensure that underachievement is addressed quickly and effectively
- prepare appropriately for, and contribute to or lead, all co-planning sessions and curriculum development discussions
- regularly mark student work in line with your department making policy and give feedback that stimulates improved learning
- engage fully in our culture of continual professional development and coaching, in which we encourage and challenge each other to be the best we can be.

Heart: A place of care and respect

The role requires you to

- care deeply for our young people and for everyone who makes up the Trinity community
- be mindful of your own wellbeing and that of your colleagues
- be a pastoral leader in any and every school context
- be an agent of character development for all our young people
- follow, support and model the implementation of the school's behaviour policy, including systems, routines and duties
- care for our environments.

Soul: A place of engagement

The role requires you to

- commit to the vision for the school and be proactive in contributing to our team in building a world class organisation for students, staff and our community.
- be involved in the co-curricular offer at Trinity by either leading or supporting after school clubs that offer breadth and depth
- be active in pursuing personal and professional development beyond your immediate role, seeking breadth of knowledge and experience, as well as depth.

Leadership and management

This role requires you to

- Communicate the joy and wonder of teaching and learning
- Lead with integrity and by example with an unshakeable belief in the power of education to transform lives
- Be willing to engage with and contribute to our culture of high challenge and high support, in order to develop yourself as a leader and colleagues across our community.
- Be highly organised and efficient with all resources (time, money, people, systems and equipment), striving to continually improve your department and the Academy as a whole.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.