



ST BRENDAN'S
SIXTH FORM COLLEGE

INFORMATION FOR APPLICANTS

VICE PRINCIPAL *STUDENT EXPERIENCE AND PROGRESSION*

Full Time, Permanent

**This is strictly a Reserved Post
all applicants must be practising Catholics**

*Closing date for applications: Midnight 18 April 2021
Selection events are planned to be held week commencing 26 April 2021*

Welcome from the Principal, Marian Curran

Dear Applicant,

A very warm welcome to our College.

The role of Vice Principal for Student Experience and Progression is a new key role and is in line with our future vision for the college moving forward. If appointed, you will be joining St Brendan's at an exciting time as we prepare for the next stages of growth and development at our College. We really hope that the information in this booklet will support you in making an application and will provide all you need to decide whether our college is right for your next step. We hope it is! We see this as a very important role for the College. The work of the Vice Principals and their teams directly impacts on the experiences of every student and is a critical component in student success.



As you may already know, we are one of only two Sixth Form Colleges in the Southwest. We are also unique in the sense that we are the only Catholic Sixth Form College in the Southwest. Currently, we have over 2,000 students enrolled at the college. Students are at the heart of what we do, and they are a wonderful diverse and intelligent group of young people. Our students travel to us from over 5 counties drawn by the curriculum offer and uniqueness of our college. We want our students to really enjoy their time at College and to learn new skills and strategies that will enable them to make the opportunities and challenges ahead. We know that with the right support and encouragement students can achieve far beyond what they, their family and sometimes society say is possible.

We are looking for someone to join us who is passionate and committed to improve student outcomes at every level. We are keen to recruit a colleague for whom excellence is the normal standard and who have creative and innovative strategies that inspire and influence individuals and teams to further improve our student outcomes and experience for the whole college community.

This is a reserved post and we are looking for an exceptional individual who is a practising and committed Roman Catholic, an outstanding senior colleague and perhaps aspires to be Principal in the future- but above all, is willing to think, to learn, to share and to care.

If you would like to talk through a prospective application or to explore the College's ethos and values a little more, please don't hesitate to contact me for an informal chat. You can contact me through jobs@stbrn.ac.uk. I am keen to ensure a strong fit both for you and the College in this role and I am only too happy to talk this through.

Finally, I appreciate the time commitment involved in completing an application and, if you decide to apply, may I thank you for the investment of time you have chosen to make. I hope after reading our application pack you feel inspired to apply.

Best wishes

Marian Curran

Marian Curran, Principal

Job Advert

VICE PRINCIPAL – STUDENT EXPERIENCE AND PROGRESSION

Salary Range - Sixth Form College Leadership Spine L12 – L22

Permanent, Full Time

As a result of the continuing expansion of our curriculum and market share in the Southwest Sixth Form sector, we are seeking an experienced Vice Principal to join us on our growth journey assisting us to align our student experience in partnership with our extensive curriculum.

This is a key leadership role in our Catholic College, and as such, is identified strictly as a Reserved Post for a practising Catholic*. If this is you, we would love you to join us to further support the integration of our Christian ethos and mission across all we do.

A natural innovator, you will work closely with the Principal and wider Leadership Team to set and lead the strategic direction of the College, and to determine and live the Christian ethos and values that underpin it.

Delivering St Brendan's multi-faith vision for inclusivity means we welcome and enable an incredibly diverse student and staff community. We aim to be an outstanding Sixth Form College in all aspects and look to do this by further improving on our successes to date, and in order to be one of the most successful educational establishments in Bristol.

Currently we receive student applications from eight bordering regions. This is evidence of our popularity based on our great teaching, excellent student experience, and through offering a safe, enabling and truly inclusive community space.

We are looking for an innovative and experienced practitioner to join us who has already enjoyed success in a senior Leadership role with the performance improvement data to support this. You will be working closely with another Vice Principal who has responsibility for Curriculum, Quality and Innovation to lead and progress our College's aspirations in partnership with a motivated and engaged College community that is thriving and forward looking despite the current challenges.

If you feel this could be your next career step, we welcome an application. For an informal conversation about the role please contact jobs@stbrn.ac.uk

**a person is a practising Catholic if they strive to live according to the teachings and doctrines of the church, keeping the Church's precept of attending Mass on Sundays and holidays of obligation, try to witness by their lives to the reality of Christ's presence amongst us and try to ensure there is no dichotomy between what they profess and how they live.*

St Brendan's Sixth Form College



As part of our Catholic ethos we believe in respect for all individuals. We recognise and celebrate the enrichment that diversity brings to us all, and welcome applications from diverse backgrounds, traditions and faiths including those from under-represented groups and minorities.

St Brendan's Sixth Form College opened in 1979 on the site of a former grammar school and was almost entirely rebuilt in 2009. We offer a well-designed modern campus for a growing population of over 2000 full time students and approximately 220 members of staff.

The College has a full-time Curriculum Manager for Theology and Catholic Ethos and as a Catholic College, we:

- Welcome everyone,
- Foster the development of the whole person,
- Help everyone achieve their full potential, and
- Develop mutual respect and positive encouragement.

The College has a well-qualified, experienced and highly committed staff who create a friendly, welcoming and disciplined environment in which students can succeed. The overall aims of St Brendan's mission are:

To serve the Catholic and wider community by providing excellent / outstanding post-16 education in a sixth form environment, underpinned by Christian values and ideals. The College strives:

- For excellence in teaching and learning,
- To act in the spirit of the Gospel,
- To provide experience of a Christian community, and
- To support each individual as a unique creation of God.

The College

St Brendan's is a Catholic Sixth Form College on an attractive landscaped site located between Bristol and Bath. We are a multi-cultural, multi-racial community with staff and students from a variety of backgrounds and religious traditions.

The College welcomes students of all faiths and those of no faith and everyone is equally welcomed and valued. Our college has concentrated on providing mainly Level 3 courses which consist of both A level and Advanced General courses. We also offer a bespoke Access to Level 3 programme which allows for progression onto Level 3 courses.

Our students additionally have the choice of enrichment options ranging from the Extended Project Qualification, Core Math's and the Goethe-Zertifikat. There are further extra-curricular activities as well as highly responsive individual support and guidance. The breadth, depth and challenge of our curriculum is a key part of our educational vision and growth.

Student outcomes continue to improve. Our Applied General and Technical course outcomes are a particular strength in terms of achieving an ALPS 3 overall. Our Access to Level 3 outcomes are also above the national average and both GCSE Math's and English have steady and positive progress. The College serves an area of high disadvantage with over 36% of students coming from postcodes areas of high deprivation. We are incredibly proud of the inclusion, support and positive outcomes we can secure for these students.

The College is designed principally to provide education for sixth form students, but as we develop our range of courses may also extend and we are keen to secure colleagues who want to be part of our growth journey.

We welcome young people from a wide region in a radius of approximately 20 miles. These come mostly from our partner schools and approximately 70 other secondary schools in the Bristol, Bath and South Gloucestershire area, but a number come from farther afield and some from abroad.

The College strives to live up to the teaching of the Second Vatican Council that ***'all, of whatever race, condition or age, because of their dignity as human persons, have an inalienable right to education. This education should be suitable to the particular destiny of individuals and adapted to their ability.'*** The College, therefore, works hard to offer all students an individual programme of study tailored to their personal needs, and our commitment to and success with enabling true inclusion is long standing. The majority of St Brendan's students progress to Higher Education at institutions throughout the UK, including Oxford and Cambridge. Others embark on apprenticeships or start their career at the conclusion of their studies.

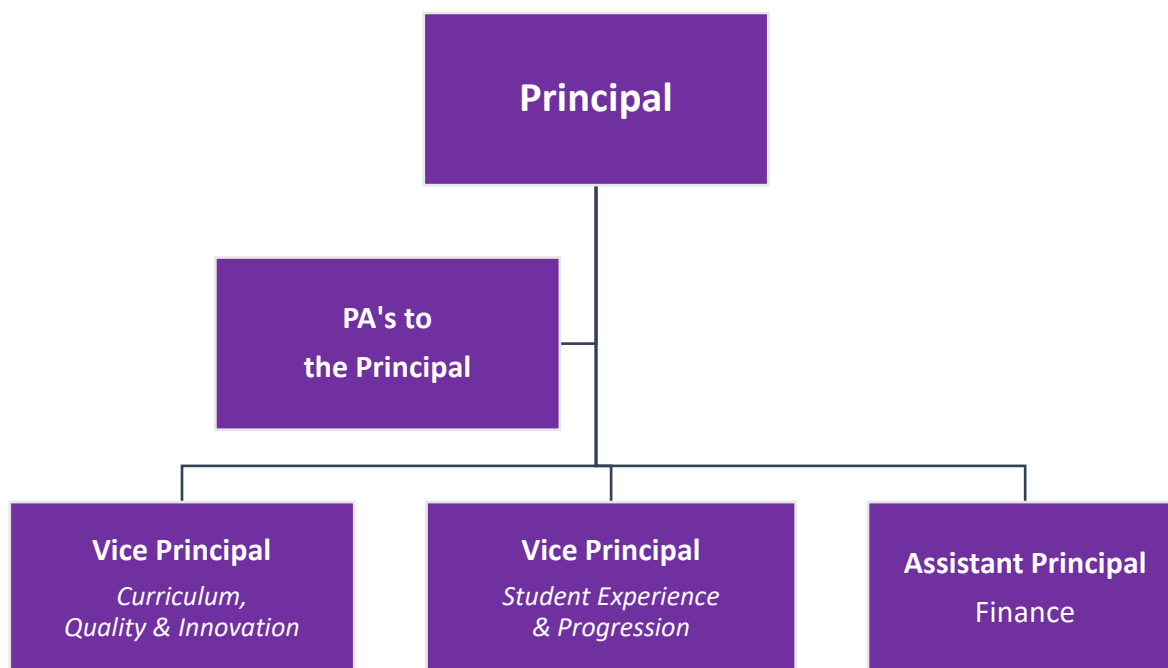
The College aims to provide an experience of Catholic education and of a community which will enable students to develop intellectually, emotionally and spiritually as well as academically.



Senior Leadership Team Structure

The chart below sets out the structure of the senior team. Both Vice Principal posts are an integral part of the Senior Leadership Team.

Whilst each individual has lead areas for which they are accountable, the team ethos is one of collaboration, and we support each other in ensuring the best possible experience for our students.



Post of Vice Principal Student Experience and Progression

This is a new and key appointment for the future development and aspirations of the College. We are anticipating a period of continuing growth in our student numbers, and are investing in the infrastructure of our leadership and curriculum teams to ensure we are 'growth-fit' and providing our learners with an outstanding experience.

The Vice Principal will be the strategic lead for all aspects of our student experience and will work closely with their teams, the Principal and the Vice Principal, Curriculum, Quality and Innovation to ensure the College meets its objectives for inclusion, outstanding delivery and future innovation.

They will lead on the true engagement of our student experience with the developing curriculum offer, through supporting performance improvements, working partnership with key leaders to set the strategic direction of the College, and by determining and making 'live' the ethos and values that underpin it.

Our Catholic mission sits at the heart of our community, and to our approach with engagement and inclusion. This postholder will work to support the Principal and wider College to ensure that our Christian approach is embedded with sensitivity and presence.

This is an excellent opportunity for anyone aspiring to the higher levels of College leadership, to do this within a truly welcoming and motivated team.

Our Faculty Directorates

There are currently three Directors of Faculty in the College, each supported by an interim Curriculum Coordinator (a growth structure we are piloting). Each is responsible for a range of curriculum subjects, leading the provision of a diverse range of courses. They are responsible for delivering a highly effective curriculum offer that exceeds expectation and delivers outstanding outcomes for our learners.

Chaplaincy

The Chaplain leads the College's Chaplaincy team and (when not in COVID Lockdown), oversees the use of the College Chapel and/or prayer rooms which provide a spiritual focus for staff and students. The Chaplain plans and leads celebration and reflection to raise the consciousness of staff and students on world and faith issues. Her role is to encourage and support the awareness and understanding of faith across the whole College and facilitate community outreach with fund raising and volunteering with local faith communities or charities. The role reports to the Leader of Religious Studies.



Non-Teaching Teams and Services

In addition to its teachers the College is well supported by its Administrative, Finance, Human Resources, IT, Library/LRC, Marketing, Premises and other specialist support staff.

Students and Courses

At St Brendan's we are committed to providing our student with a broad sixth form education, characterised by academic excellence, high quality learning experiences and enrichment. Students are encouraged to achieve the highest standards not only in the class, but also through our enrichment which includes Religion, Philosophy and Ethics, special interest courses and our Futures programme.

In addition to our teachers, we offer Academic Mentoring, Learning Development Teams and a range of administrative and other student support functions. At St Brendan's, staff are deployed within specialist teams where their expertise, knowledge and skills may be used to best effect to support the student experience. Each student has an Academic Mentor with whom they meet regularly; subject



departments offer support, ranging from assistance with independent learning queries or extension work. Help with all aspects of learning, from essay writing to time management, is available from the specialist team in Learning Development; and the Careers Department advises students on the world outside and beyond St Brendan's, from work experience to UCAS applications.

The Student Services Team respond to all manner of student need and ensures a qualified staff member is available throughout the College day to respond to student concerns in respect of

wellbeing and mental health.

There is a Students' Union with its own committee which arranges social events and student facilities within the College. The Governing Body includes two elected student members (in addition to the two staff members). There is a well-developed process for hearing the learners' voice through Tutor Representatives, a Student Council and Student Forums.

Physical Resources

The College is situated in spacious, pleasant grounds on the outskirts of Bristol. Throughout our history the buildings have been extended and refurbished to meeting changing needs. We see this continuing as we grow and are already involved in an exciting project which will enhance our sports facilities and teaching spaces. The campus currently includes:

- Extensive specialist teaching spaces for Science, Art & Design, Photography, Drama, ICT and Computing,
- Well-equipped classrooms for many other subjects and tutorial activities,
- A new learning resource centre, offering access to digital learning and online resources as well as an impressive book stock and range of journals and newspapers,
- A Learning support suite, staffed with skilled Learning Coordinators who ensure we enable students to develop their digital and e-learning skills, this has been increasingly of value as we navigate the on-line learning and delivery needs of our student and staff community.
- A welcoming Chapel at the heart of the College.
- Modern, open refectory and separate coffee shop selling a good range of nutritious meals, snacks and drinks,
- Open IT suites to support safe and distanced subject delivery and student 'drop in' study
- Offices, server rooms and other space essential for the support of teaching
- A county standard sports hall with facilities for tennis, volleyball, basketball, badminton, indoor football, etc.
- A fully equipped dance studio with sprung flooring
- A commercial standard fitness suite
- Changing facilities

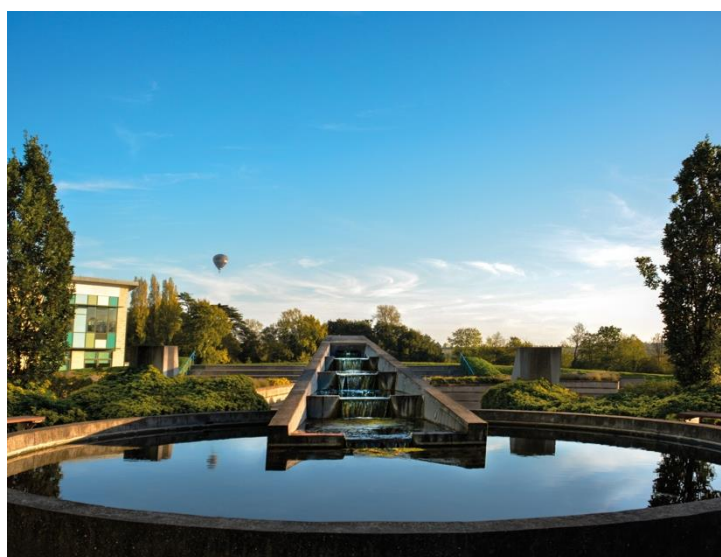
Environment & Buildings

Buildings have been designed with the environment in mind and will utilise ground source heating, rainwater harvesting (for flushing toilets), photovoltaic cells to generate electricity and systems to control ventilation and room temperature.

Buildings have been refurbished to provide excellent resources for Modern Foreign Languages, Media and Film Studies.

Other buildings include further specialist provision for Performing Arts, including recording studio and practice rooms and provision for other classroom-based subjects, such as English.

All the buildings have been designed to facilitate physical disability access and, with the exception of one building, are joined together at first floor level.



Our COVID-19 Response

We are incredibly fortunate to have a spacious and well-designed campus which has assisted us to operate as safely as possible through the pandemic. Significant measures to mitigate the risks and a

robust and frequently updated College Risk Assessment is in place, and this is discussed in detail with our staff and Trade Union partners.

We have been able to respond with agility to track and trace requirements and believe that our wide College community feel supported by the interventions in place, these will continue to be a key focus for College Leaders into the long term and we ensure that robust and engaging 'onboarding' processes are in place to make sure those joining us are welcomed into the College and provided with the development and support needed to make this as seamless as possible.

Equality Diversity and Inclusion

All staff, students and associates of the College, are entitled to expect a safe, positive and welcoming environment. The College works to ensure the employment experience of staff and learning experience of students is based on merits, abilities and potential, regardless of any protected characteristics.

Positive action may be taken by the College when there is recognised underrepresentation within the staffing population and/or student body.

The College's Equal Opportunities Policy, Equality Scheme and objectives are published on the College website.

Safeguarding Young People

The College is wholly committed to Safeguarding Children through its Safer Recruitment procedures. The Rehabilitation of Offenders Act 1974 does not apply to applicants for any of our vacancies due to being a '*specified setting*'.

Any offer of employment is therefore subject to a satisfactory Enhanced Disclosure Barring Service check. Having a criminal record will not necessarily bar you from working with us. This will depend on the offence and the relevance of the offence in relation to the position applied for. The factors taken into account by the College will include the responsibilities of the position, the vulnerability of our students, the nature of the offence(s), the number and pattern of the offences (if there is more than one), how long ago the offence(s) occurred and the age of the offender when the offence(s) occurred.



New starters at the College will be required to undertake online Safeguarding training as well as being trained in person or via TEAMS on the College's own safeguarding procedures.

We are also committed to anti-radicalisation and all our staff are required to undertake online (CHANNEL) and other training on the Government's PREVENT strategy.

Job Description and Personal Specification

Job title:	Vice Principal: Student Experience and Progression*
Department/Area:	Senior Leadership Team
Hours:	Full time
Salary Range	Leadership Post Holder - Vice Principal Range SFCA L12 – L22 Strictly Competency Based Salary Assessment
Reports:	Principal

Job Purpose
<p>To provide strategic leadership, development and direction for student support provision (admission, SEND, mental health, wellbeing and progression) across the College working in close partnerships to support the curriculum and the College's strategic objectives.</p> <p>Key purpose of the role is to:</p> <ul style="list-style-type: none"> • To work with the Principal and Senior Team to articulate and develop the culture, ethos and educational vision necessary to achieving outstanding student success • To contribute actively to the design, development and implementation of the College's strategic plan and objectives. • Work with the Vice Principal, Curriculum, Quality and Innovation to support the achievement of high standards or performance across the curriculum. • To be a role model of excellent practice for staff and to promote a culture of excellence, equality and high expectations • To promote and embed the use of new technologies and other innovative practice for achieving the College's strategic objectives. • To contribute to the College's culture of inclusion and its Mission to diminish any difference in progress between groups of students; specifically targeting students who are disadvantaged • To develop College strategy in relation to all student support areas enabling team managers to translate this into effective operational objectives which are continuously reviewed and delivered to ensure an outstanding level of learner experience is achieved. • To have strategic responsibility for student progress; from pre-registration to graduation from College onto employment, higher education and /or training, with a specific focus on attendance and retention, ensuring a high quality experience • Ensure a high quality and responsive student experience is delivered in a student focused, supportive and inclusive manner and where the student voice is heard and used to inform improvements. • Work as a senior member of the College Designated Safeguarding team. • Work with the Head of Learning Development in promoting and safeguarding the welfare of young people across the College and contributing to staff development programmes. • Work with the Vice Principal for Curriculum, Quality and Innovation to contribute towards the planning, reviewing and managing of the College's professional development plan, with responsibility for reviewing its impact in relation to all student support. • To lead the College on Equality, Diversity and Inclusion. • To deputise for the Principal as requested in and outside of term time; advise the Governors, and represent the College at official functions and with parents. • Lead as the Duty Manager on a rostered basis.

Due to the senior and developing nature of this post, specific areas of responsibilities may change and/or be added to over time.

Outline Line Management

- Head of Student Services,
- Head of Learning Development and Safeguarding,
- Careers Manager

Key Strategic Duties

Strategic Leadership and Development

- To provide the strategic leadership, development planning and direction for the College's Student Experience, and Progression plans and processes.
- Set the standard and expectation of excellence across all areas and work through others to promote continuous improvement creatively and collaboratively.
- Develop key performance indicators and processes with reportees to ensure accurate, timely information is available.
- To ensure that quality standards relating to all aspects of the postholder's accountability are developed, maintained, monitored and enhanced using self-assessment and other required quality processes.
- To be proactive in identifying any potential risks via assessment and/or review of quality issues and implement strategies for improvement.
- To be the strategic lead for the development of recording systems enabling the activities of the College to be monitored and for the tracking of student attendance, retention and progression.
- To take a leading role for the College on matters to do with Equality, Diversity, Inclusion.
- To lead the College through external audits in partnership with Finance and other colleagues.
- Act as the College Ofsted Inspection Nominee for your identified areas where required.
- Engage as a committed and practising Catholic who can offer the challenge and benefits of a Christ-centred, empathetic approach*

**The post of Vice Principal has been defined by the Governing Body to be a 'Reserved Post' and as such, is only open to demonstrably practicing Catholics.*

Student Experience

- In partnership with your senior report(s) ensure a high quality and responsive student experience is delivered in a focused, supportive and inclusive manner where the student voice is heard and used to drive ongoing improvements.
- Oversee that methods of student support are reviewed and revised in response to student need, demands and best practice.
- To advise the College, the Principal and the Senior Leadership Team on all pastoral matters and student welfare developments and on their potential impact on the College.
- To work closely with the Head of Pedagogy, Professional Development and Innovation (HoPPI) and other senior team colleagues, to support the strategic development and delivery of outstanding access to resources within the College, including access to the VLE and learning centres that develop student confidence, independence and skills of active learning
- To be the strategic lead in the college on student health, mental health and wellbeing.
- Work with the Head of Student Services to review and develop robust behaviour policies so that staff are clear about how to support students at risk and to ensure that students are supported effectively, interventions are in place and they are ready to learn.
- Work with the Head of Student Services, to lead the implementation of cross College initiatives that support outstanding personal development and enrichment

- Working with the Head of Learning Development to provide strategic and operational leadership across the College to ensure an outstanding approach to inclusion and safeguarding for all students; liaising with external agencies as required to ensure students are safe at all times and that the College fulfils its statutory duties.
- Oversee the College's Prevent Strategy (and British Values), ensuring it is effective and supportive of students in its operation.
- Liaise, as appropriate, with external agencies regarding pastoral, safeguarding and wellbeing matters.
- Oversee and develop the College's provision for vulnerable, SEND and/or disadvantaged students, ensuring they also make excellent progress in line with College goals
- Lead on developing the College policies and frameworks for student finance, including access to bursary and hardship funds

Student Progression

- Work in partnership with the Vice Principal for Quality, Curriculum and Innovation (VP/QCI) to ensure monitoring, implementation and evaluation of all academic performance issues are addressed proactively and interventions are timely and personalised, to promote maximum student progress and levels of attainment.
- To be the strategic lead on all forms of guidance provided to students from pre-registration to graduation from College, with a specific responsibility for ensuring students secure excellent destinations including Higher Education, higher level apprenticeships and quality employment
- To be the strategic lead for Careers, Study Skills and Employability and Progression.
- To work closely with the Careers Manager responsible for Employability to lead on the development and successful delivery of the Employability agenda including the upscaling of the Work Experience Programme for the full College
- To work closely with the VP/QCI in ensuring that support for student academic performance is maximised through ensuring the team(s) are visible and accountable for the academic performance and progress of all students in their care.
- To take strategic leadership responsibility for the implementation of an effective tutorial programme that is relevant and prepares students for post-19 life in modern Britain.

Standards and Quality Assurance

- To work closely with the Vice Principal (Curriculum Quality and Innovation), to ensure self-assessments and quality improvement planning is effective across the College, with specific responsibility for ensuring Personal Development, Behaviour and Attitudes is integral to the process
- To contribute to the production of the personal development, behaviour and attitudes aspect of the College's SAR, ensuring it accurately identifies all strengths and areas for improvement
- To work closely with the Vice Principal (Curriculum, Quality and Innovation), to ensure data is used effectively by staff to monitor the progress of students to enable consistent, timely and effective interventions
- To review and develop a robust target setting strategy as well as monitoring and tracking systems that enable swift identification and timely support for all students, working proactively with disadvantaged groups.
- Alongside the Vice Principal (Curriculum, Quality and Innovation), to oversee systems for monitoring student performance and reporting on student progress, including communication to parents and the organisation of appropriate review days and to evaluate the effectiveness of these systems
- Working with the Head of Learning Development and Head of Student Services, to lead on a quality review in these areas with the view to driving excellence and ensuring all students receive their student entitlement.
- To act as the College Nominee for Ofsted Inspections, taking the area lead on pre-and-post inspection planning and ensuring that the College remains prepared for Inspection, including keeping staff and key stakeholders aware of National developments in relation to this aspect of Inspections

External Relations

- To promote the College in our local community e.g. attendance at partner school events.
- To ensure good relations are maintained with partner schools, parents, community representatives and external agencies.
- To attend relevant meetings in the local area and regionally in and out of term time.
- To engage effectively with the Clifton Diocese and other stakeholders connected with the Ethos and Mission of the College

General Duties of All Members of the St Brendan's Senior Leadership Team (and specific to the Post)

- To work with the Principal and Vice Principal (Curriculum, Quality and Innovation), to make a significant contribution to the Strategic Development Plan, and the long term thinking and planning for the College.
- To uphold St Brendan's core Vision, Mission, Values, and Ethos at all times and to provide a positive, visible and supportive leadership to all members of the College that allows staff and students to thrive and do their very best.
- To set, model and uphold high standards across all aspects of College activity, and to lead by example, by demonstrating these high standards in all designated areas of responsibility.
- To prioritise student achievement as the core of our daily work and recognise its centrality in our action planning, strategy, mission and purpose.
- Be a visible and approachable leader who inspires people to deliver high quality learning experiences and support services.
- To work closely with the Principal to recruit and retain a talented staff body that is able to continue the College to remain as high performing and that allows us to meet our ambitious strategy.
- To work with the Principal and Vice Principal (Curriculum, Quality and Innovation), to ensure the safeguarding and welfare of all students, staff, volunteers and visitors in relation to Safeguarding and the Prevent legislation.
- To share responsibility for a healthy and sustainable College budget.
- To share responsibility for the strong reputation of the positioning of the College as a positive, proactive and open partner, constantly building reputation of the organisation with external and internal stakeholders, partners, providers and community groups to best promote the ambitions of the College.
- To perform duties in accordance with all policies relating to equal opportunities, health and safety, data protection and the safeguarding of children.
- To facilitate and support the work of one or more of the Committees of the Governing Body

General College Responsibilities

- To pro-actively engage with the appraisal process and participate in professional development activities as required.
- To engage in marketing activities and liaison with the wider community in line with College strategic objectives.
- To adhere to all College policies and procedures, including Data Protection, Health and Safety and Safeguarding. To be responsible for safeguarding and promoting the welfare of young people and adults at risk.
- To make an active contribution to a College-wide culture which actively promotes equality, diversity and inclusion in line with statutory requirements, our Ethos and best practice.
- To maintain a professional code of conduct at all times when on College business – on or off site.
- To respect and promote St Brendan's Catholic ethos and core values.
- To reflect the commitment of the College to the values of Christian ideals.
- To maintain good order and discipline among the College community.

PERSON SPECIFICATION

VICE PRINCIPAL: Student Experience and Progression

	Essential	Desirable	Likely method of assessment*
Qualifications and Training			
Educated to Degree Level	x		
Teaching Qualification with proven track record as a successful Teacher (16 – 18)	X		A, C
Up to date Designated Safeguarding Lead (DSL) training (L4 or above), or a minimum of holding a current Advanced Child Protection course qualification in order to attend required S+DSL training within 3 months of appointment)	X		A, C, R
Evidence of relevant and recent CPD and leadership professional development activity	X		I, C
Evidence of OFSTED Quality nominee training		X	C
Knowledge and Experience			
An understanding of the key issues in the Sixth Form sector	X		A, I, T
Experience of working in more than one school / College in a Leadership position		X	A
Experience working in a Sixth Form environment		X	A
Experience working in a setting offering multicultural provision		X	I
Experience of supporting an Ofsted Inspection		X	A, I
Prior experience of managing, and/or credible working knowledge of the needs of SEND and mental health provision	X		A, I, T
Experience of leading/ co-ordinating professional development and inset training	X		A, I
Professional experience of working as, or deputising for a Designated Safeguarding Lead including knowledge of PREVENT and British Values	X		I
Experience of leading an aspect of whole /college development	X		A, I
Professional knowledge of what constitutes high quality and standards in teaching, learning and assessment		X	I, T

Professional understanding of inclusion and strategies for engaging all learners	X		I, T
At least two years' experience of cross college management, preferably at senior manager / leadership level	X		A
Evidence of outstanding leadership and management which has motivated and supported others to improve in changing (and challenging), contexts	X		A, I, T, R
Successful leadership experience that demonstrates the ability to confront and resolve problems and to effectively innovate and manage change	X		A, I, T
Experience of successfully managing a budget ensuring good value for money and high levels of efficiency		X	A, I, T
Experience of developing successful partnerships with a wide range of external stakeholders including local authorities, health / educational institutions, professional organisations and government agencies	X		A, I,
Knowledge of funding methodologies and the related operational financial issues	X		A, I
Problem solving with diplomacy and resilience to secure positive outcomes for diverse stakeholders	X		I, T
Secure understanding of cross-curricular teaching	X		I, T
Proven ability to use a positive approach to promote learning and excellent behaviour	X		A, I, T
Skills and Abilities			
Strategic vision and the ability to develop, articulate and implement strategy	X		A, I, T
Proven, confident people management experience including leading dismissals and appeals		X	A, I, T
Experience of undertaking organisational reviews and change management		X	A, I, T
Proven team building skills and experience of operating a strong performance management approach	X		A, I, T
Able to encourage and motivate staff and other stakeholders in the achievement of goals	X		I, T
Strongly analytical, with the ability to make sound well-considered decisions and judgements	X		I, T, R

The ability to initiate and develop innovative and workable strategies to position the College to maximum advantage	X		I, T
Ability to write reports, keep accurate records, pay attention to detail and communicate effectively	X		I, T,
An ability to deploy staff and other physical resources, set clear targets, track and manage progress and develop strategies to achieve desired outcomes using a range of sources	X		A, I, T
Personal Attributes			
A committed and practising Catholic who can offer the challenge of a Christ-centred, empathetic approach with clarity and sensitivity	X		I, T, R
Ability to establish rapport and respectful and trusting relationships with peers, children, their families, carers and other adults	X		I, T
Open-minded, self-evaluative and adaptable to			
changing circumstances and new ideas	X		I, T
Effective in collaborative or partnership working	X		I, T
Resilience, the ability to work under pressure and be able to meet deadlines	X		I, T, R
Proven ability to prioritise workloads	X		I, T, R
Excellent communication and organisational skills (including written and confident oral skills)	X		I, T
A commitment to equality, safeguarding and the promotion of the welfare of young people	X		I, T
Demonstrably professional, honest and loyal	X		I,T
Ability to make and justify decisions	X		I, T
Commitment to students and their learning, health, mental health and well-being.	X		A, I, T

Your Benefits

St Brendan's Sixth Form College recognises that our employees work hard to support and deliver quality academic outcomes for our students. Because our employees are valued the College makes sure they are well rewarded and recognised for their efforts.

We offer a complete benefits package to continue to attract, motivate and retain the best people at the College. We have a range of staff benefits currently on offer and we are always looking for ways to add new options.

Benefits you can look forward to at St Brendan's include:

- A competitive salary
- Generous annual leave and bank holidays – for Leadership colleagues 38 days leave plus 8 days bank holidays (pro rata)
- A generous pension scheme, either with the Local Government Pension Scheme (www.avonpensionfund.org.uk) or Teachers Pension Scheme (www.teacherspensions.co.uk) depending on the role
- Employee Assistance Programme – our EAP offers a variety of 24-hour employee wellbeing services to ensure our employees are fully supported to maintain a healthy work/life balance.
- Cycle to work salary sacrifice scheme – the College runs a Cycle to Work scheme in conjunction with Cycle Solutions.
- Chaplaincy Service - this is provided by our Lay Chaplain, irrespective of whether the person seeking their support has a faith or belief system. The service gives employees the opportunity to discuss any issues affecting their personal or professional lives, to seek encouragement and support, and to be signposted to other services where appropriate. Employees may use the chapel as a reflective or meditative space.
- Flexible Working and Family friendly policies – the College is sensitive to the need for work and life flexibilities on interim, or a longer-term basis. We have a strong commitment to maximising staff wellbeing and offer generous maternity, paternity and shared parental leave entitlements.
- Season tickets – Interest free loans are available to staff for the purchase of season tickets for public transport, to aid with travel to work.
- Training and development opportunities – we think it is important to invest in our employees continuing personal development and raising their skills levels. We do this through all-staff training day events (INSET Days) as well as access to a wide range of externally provided courses. Our Digital Learning Strategy is under review but has the objective to extend and energise access to online learning and development portals for everyone in the College community.
- Learning Resources Centre - All staff are entitled to borrow books and other resources from the library.
- Facilities – employees are able to use the College refectory and cafe. Reasonably priced hot meals are provided throughout term time, whilst the café bar provides a selection of coffees and snack foods.
- Gym Membership – When safe again to do so, staff can join the gym at St Brendan's which is open to staff outside of normal working hours. Secure bike storage and access to showers is also available onsite.

Application Process

Applications must be made using our online application unless you require an alternative process due to a disability or other impairment. CV's are not accepted, nor introductions from employment Agencies please.

Candidates should note that the successful applicant will be appointed by the Board of Governors.

Further Information

Please also take the time to visit the College website to learn more about St Brendan's at www.stbrn.ac.uk.

We regret that we cannot offer a visit to the site due to COVID restrictions in place but if these are revised, please do contact us to facilitate a visit this.