

Vice Principal (Outcomes)

Role: Vice Principal (Outcomes)

Location: Greenwich, South London

Salary: competitive, commensurate with experience

Contract type: Full Time

Contract Term: Permanent

Start date: January 2022

Job Description & Overall Job Purpose:

Our most important purpose is to teach young people things they would not learn outside school which empower them. We believe that 'Knowledge Is Power'. We believe in teaching through explicit/direct instruction (Rosenshine and Engelmann) and utilising TLAC 2.0 techniques.

Our mission is to bring out 'the best in everyone'.

We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We also believe in 'Education with Character' – we want young people to look back on a schooling that has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.

The Vice Principal will lead, motivate and inspire students, staff, parents and the wider community, to ensure every student achieves ambitiously well and gains the knowledge and qualifications to succeed in life and at work.

It is an exciting opportunity for a candidate with the vision, experience and energy to shape a forward-thinking approach to assessment and standards that will secure rapid improvement for all students.

We have ambitious plans for the future of The John Roan School and creating a rigorous academic ethos is at the centre of this. We believe that our children deserve only the best quality staff and so we recruit carefully and invest in training to ensure continuous improvement and an excellent quality of education.

Key accountabilities:

The post holder will provide significant presence and impact through school leadership, and by leading on ensuring that outcomes are as strong as they can possibly be:

- Assessment and exams
- Raising attainment plans
- Reporting to parents
- Rank Order Assessment

- Support to staff to develop their use of data to set and achieve challenging targets for all students
- Exam analysis and reporting to governors
- Analysis of all internal and external assessments and progress data
- Whole school target setting
- Pupil Premium and Catch-up Planning
- Production of data for meetings (e.g. with United Learning, the Local Governing Board, Senior Leadership Team, etc)

The Vice Principal (Outcomes):

The successful candidate will be:

- An experienced and highly effective Senior Leader, with an excellent track record of senior leadership and of teaching and leading in their own subject
- Aligned to the values and mission of United Learning. If you are the type of person who fits with our culture, you will love working here
- Someone who passionately believes that all children can achieve, no matter what their starting point, background or needs. Someone that does not make excuses for what children can achieve.
- Ambitious for themselves, planning to develop the skills and gain the experience for future headship.

Key tasks and behaviours:

As a senior leader at The John Roan School, within United Learning, the Vice Principal will ensure that United Learning's ethos and values are deeply embedded and visible amongst students and staff, and that the school brings out 'the best in everyone'.

Broadly, the responsibilities of the role are as detailed below:

- to support the Principal in the modelling of outstanding positive leadership that inspires others to have the highest expectations
- to take full responsibility for the school in the Principal's absence, on rotation with the other Vice Principals
- to be a strategic leader and thinker, able to successfully manage and implement change
- to have the highest expectations of all students and a continual belief that they will achieve outstanding outcomes, communicating this belief to all stakeholders
- to fully support our values and those of United Learning
- to ensure the curriculum meets the needs of all students to enable the best possible progress, as well as meet statutory requirements and obligations
- to lead on the rapid improvement of outcomes by ensuring data is accurate, informative and used effectively to drive up standards and support rapid progress in all areas of the school
- to be a line manager who is approachable and who develops others by supporting and challenging them to be the best they can be and always leading by example
- to support students' behaviour and conduct and develop their attitudes to their education so it is consistently positive and aspirational

- to oversee and support the high-quality implementation of assessment at KS3, KS4 and KS5
- to monitor student performance through establishing effective assessment and reporting cycles
- to lead on the target setting process and reporting to parents
- to take the initiative and be accountable for your decisions and your areas of your responsibility and for those you line manage
- to contribute to daily senior duties
- to regularly monitor and evaluate the relevance and effectiveness of aspects of the school's processes and their impact on raising standards, assessment and the personal development of all groups of students and staff and to develop strategy accordingly
- to carry out the professional duties of a teacher as required
- to help lead the application of the Safeguarding and Safe Practices policy within the school General Accountabilities
- to be responsible for own safety and not endanger that of colleagues/visitors to the workplace.
- to work in compliance with the Codes of Conduct, Regulations and policies of United Learning, and its commitment to equal opportunities and safeguarding.
- to ensure that output and quality of work is of a high standard and complies with current legislation/standards.

Reporting

- The Vice Principal (Outcomes) reports to the Headteacher and will line manage colleagues as directed
- The Vice Principal (Outcomes) will participate in an annual review as part of the agreed PDR process.

Explanatory notes

This job description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes. As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description and allocation of particular responsibilities will be reviewed on appointment. Such a review will take place as part of the appraisal cycle and at any other time on request.

This procedure will be conducted by the line manager in consultation with the post holder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

This job description does not form part of the contract of employment. It describes the way the postholder is expected and required to perform and complete particular duties set out above.

Person Specification

Vice Principal (Outcomes)

QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified teacher status • A good honours degree • Professional development in preparation for a senior leadership role
PROFESSIONAL COMPETENCE & EXPERIENCE	<ul style="list-style-type: none"> • An excellent teacher with successful experience of teaching own subject • Successful senior leadership experience • Experience of leading at senior level within a successful school • Evidence of work which has led directly to positive outcomes for students • Effective understanding of school improvement planning • The ability to use data to evaluate performance and take effective action on the basis of data • Experience of, and proven skills with, manipulating, analysing and reporting with data to a range of audiences • A knowledge of curriculum developments and opportunities • Experience of contributing to staff development • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • Involvement in self-evaluation and improvement planning • Experience of working in inner city multi-cultural school settings
LEADERSHIP AND PERSONAL QUALITIES	<p>A person who shares our values and those of United Learning:</p> <ul style="list-style-type: none"> • Excellent communication and organisational skills • Committed to an ethos of high standards, personal fulfilment and academic success • An innovative and forward-thinking strategist • Capacity to inspire through leadership, energy and vision • The ability to relate well to our whole community • Demonstrated leadership through example and has a research-informed and solution-focussed approach • Able to react positively to challenges, seeing them as opportunities rather than barriers • Committed to maintaining confidentiality at all times • Committed to safeguarding and equality • Eager to acquire further skills and career enhancement • A sense of humour and the ability to remain calm under pressure • Able to retain a sense of perspective
MANAGEMENT SKILLS	<ul style="list-style-type: none"> • Ability to establish positive and sensitive interpersonal relationships within the community • Ability to lead a team, involving people and delegating appropriately • Ability to work proactively and independently • Ability to work under pressure, plan time effectively and meet required deadlines • A clear awareness of whole school management issues • An understanding of the management of change • An understanding of people management

	<ul style="list-style-type: none"> • Experience of effective self-evaluation methodology
SECURING ACCOUNTABILITY	<ul style="list-style-type: none"> • Successful experience of budget control and resource management • Experience of holding people to account in a supportive yet challenging way, taking action when needed however difficult