



STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

ASSISTANT PRINCIPAL PASTORAL, PERSONAL DEVELOPMENT AND ATTENDANCE JOB DESCRIPTION

JOB SUMMARY:

To promote a culture of educational excellence, rooted in God's Word, enriched by the values of discipline, mutual care and respect which extends beyond the school into the wider community. This role focuses on the **11-16 provision at Star King Solomon Academy**, ensuring an outstanding curriculum offer for all secondary pupils that secures exceptional outcomes at KS3 and KS4.

JOB PURPOSE:

1. Assist in the creation and implementation of a strategic plan which identifies priorities and targets for ensuring that students achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
2. Ensure that all those involved in the Academy are committed to its aims, motivated to achieve them and involved in meeting long, medium- and short-term objectives and targets which secure the educational success of the Academy.
3. Be the Designated Safeguarding Lead for the Secondary school.
4. Ensure implementation of all policies and procedures relating to safeguarding.
5. Ensure the personal development of all pupils through enrichment in and out of the curriculum, charity, careers education and leadership development.
6. Lead on developing a strong pupil culture based driven by access, inclusion, mentoring and well-being.
7. Provide a smooth transition of support and preparation from KS2 into KS3 and KS3 into KS4.
8. Make decisions based upon analysis, interpretation and understanding of relevant data and information.
9. Undertake any professional duties delegated by the Principal.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Overall Strategic Responsibilities

- 1.1 Work in partnership with the Principal, Senior Leadership Team, Local Accountability Board, Christian Faith Education Service (CFES), staff, students, parents and the Trust in generating the ethos and values which underpin the Academy enriched by mutual care and respect extending into the local community.
- 1.2 Support the maintenance and enhancement of the Academy's ethos and mission through own outstanding professional conduct and high expectations of others.
- 1.3 Provide outstanding strategic and operational leadership of assigned areas of responsibility.

- 1.4 Develop and implement an effective strategy for all areas of responsibility in collaboration with other members of the Senior Leadership Team.
- 1.5 Devise and implement a development plan for all areas of responsibility with clear annual targets agreed with all members of the Senior Leadership Team.
- 1.6 Performance manage all staff with respect to all areas of responsibility for students; through regular meetings, setting of appropriate targets for performance, providing support and challenge and undertaking regular reviews for feedback.
- 1.7 Develop systems and structures for the effective management and administration of all areas of responsibility.
- 1.8 Quality assure provision, in all areas of responsibility, in line with the expectations set out in the Star Quality Standards.

2. Pastoral

- 2.1 Ensure effective management of the Pastoral team, supporting and challenging them to achieve all targets.
- 2.2 Embed systems and structures for monitoring behaviour across the school.
- 2.3 Develop and lead implementation of strategies to enhance transition arrangements for new pupils.
- 2.4 Monitor pupils' behaviour on a daily basis.
- 2.5 Develop and lead implementation of strategies to sustain the highest levels of attendance, punctuality and standards of behaviour, including an effective rewards and sanctions system.
- 2.6 Fulfil the role of lead person for Child Protection and develop strategies to ensure the effective safeguarding of children.
- 2.7 Develop and implement a Healthy strategy, including effective liaison with external agencies.
- 2.8 Lead the delivery of an 'Every Child Matters' Group to enhance and sustain a bespoke programme of support for learners at-risk in relation to safeguarding, behaviour and attendance.
- 2.9 Lead the planning and delivery of the assemblies and 'registration' programme.
- 2.10 Promote "Behave like a Star" strategies in the classroom.

3. Professional Development: Pastoral

- 3.1 Lead the organisation and delivery of professional development sessions to enhance pastoral provision, including matters relating to behaviour, attendance and safeguarding.
- 3.2 Provide strategic leadership and management of the professional development of staff in regard to pastoral provision.
- 3.3 Identify particular development needs in individual staff and provide coaching to address these.
- 3.4 Support the induction of new staff to ensure that there is consistency in behaviour for learning and behaviour management strategies.

4. Leadership and Management of Personal Development

- 4.1 Lead the personal development programme for the whole school.
- 4.2 Devise and lead implementation of a personal development strategy to develop responsible, respectful and active citizens.
- 4.3 Ensure there is a comprehensive extra curriculum and enrichment programme that is mapped across all subject areas and develops pupils' experiences and cultural capital.

- 4.4 Assist the development and delivery of the provision for pupils' spiritual, moral, social and cultural education.
- 4.5 Develop and promote strategies to support positive mental and physical health and well-being.
- 4.6 Lead and manage the Star Diploma.
- 4.7 Lead and manage pupil leadership across school.
- 4.8 Lead on preparing and supporting students to successfully transition between Key Stage 2 and Key Stage 3 so they are ready for the demands of secondary education.
- 4.9 Plan and implement an induction process for and summer school for Year 7 so students are well prepared for the demands of secondary school.
- 4.10 Develop and lead CIAG.
- 4.11 Assist the development and implementation of strategies to provide effective careers guidance to all pupils.
- 4.12 Assist the development and management of a programme of enhanced information, advice and guidance for all pupils.
- 4.13 Assist the development and the provision of work experience placements for pupils.
- 4.14 Track pupil sustained destinations and ensure that all pupils continue in education or employment from ages 16-18.

5. Mentoring Programme and Emotional Intelligence

- 5.1 Develop and implement strategies to enhance the social, emotional and pastoral development of learners.
- 5.2 Develop and manage a programme of mentoring and counselling vulnerable pupils.
- 5.3 Develop and promote strategies for securing effective parenting; with particular reference to the safe use of ICT by learners.

6. Attendance Management

- 6.1 Ensure effective management of Attendance Support Officers and Pastoral Manager.
- 6.2 Embed systems and structures for monitoring student attendance and punctuality across the Academy.
- 6.3 Monitor student attendance and punctuality on a daily basis.
- 6.4 Work closely with the Vice Principal to analyse barriers and put an improvement plan to address them.
- 6.5 Record and report weekly, half termly, termly and overall year to date attendance including data by year group and key pupil groups.

7. Enrichment

- 7.1 Lead the organisation and management of the enrichment programme, to be delivered outside Academy hours.
- 7.2 Ensure there is a comprehensive extra curriculum and enrichment programme that is mapped across all subject areas.
- 7.3 Manage the organisation and delivery of the 'leadership days', 'lecture series' and leadership-related activity, within and beyond the curriculum, in liaison with staff with responsibility for 'Leadership'.
- 7.4 Lead the organisation and delivery of a programme for 'community service' and charitable giving, liaising effectively with partners.
- 7.5 Lead the development and management of the 'Star Baccalaureate' programme.

8. Communication and Administration

- 8.1 Provide leadership of the communication pastoral matters via staff briefing notes on a weekly basis.
- 8.2 Manage the maintenance and delivery of the pastoral handbook.

9. Relationships with Others

- 9.1 Participate in the Performance Management Cycle and INSETs.
- 9.2 Participate in the induction of new staff into the Academy's community.
- 9.3 Maintain good working relationships with colleagues, pupils, parents/carers, governors, the community and Local Authority and ensure all communication is consistent with the Academy's ethos.

10. Accountability

- 10.1 Make best use of all resources to support the attainment, progress and well-being of all pupils.
- 10.2 Ensure that parents/carers and pupils are well informed about all aspects of provision (within areas of responsibility) and about the contribution they can make in supporting their child's learning.

11. Other Responsibilities

- 11.1 Lead on the promotion, dissemination, implementation and monitoring of all whole-Academy strategies within the Assistant Principal – Pastoral, Personal Development and Attendance remit.
- 11.2 Contribute to the wider life of the Academy and its community through out of hours and partnership work.
- 11.3 Support the work of colleagues within the Senior Leadership Team through the strategic leadership of key processes within the Academy.
- 11.4 Fulfil line management duties for one or more faculties.
- 11.5 Deliver a reduced teaching timetable as required to enable the delivery of the curriculum.
- 11.6 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.
- 11.7 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.
- 11.8 Contribute to the wider life of the Trust and the Star community.
- 11.9 Carry out any such duties as may be reasonably required by the Principal or the Trust.

12. Records Management

- 12.1 All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



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PERSON SPECIFICATION

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	A degree qualification (2 or above).	E	✓	
2.	Qualified Teacher Status.	E	✓	
3.	Evidence of Continuous Professional Development.	E	✓	
4.	Middle or Senior Management qualification.	D	✓	
EXPERIENCE				
5.	Effective management of a high-performing faculty or pastoral team.	E	✓	✓
6.	Sustained delivery of outstanding achievement.	E	✓	✓
7.	Track record of delivering ‘outstanding’ outcomes for pupils.	E	✓	✓
8.	Innovation and creativity to engage, enthuse and progress learners.	E	✓	✓
9.	Partnership and team working.	E	✓	✓
10.	Developing and leading the implementation of strategies to achieve whole school/college improvement.	E	✓	✓
11.	Leading improvements in Pastoral Care and Safeguarding.	D	✓	✓
12.	Developing and implementing whole-school pastoral and learning support for pupils.	D	✓	✓
13.	Developing and implementing provision for careers guidance and spiritual development.	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
14.	Ability to teach to GCSE standard.	E	✓	✓
15.	Ability to teach to A-level standard.	D	✓	✓

No	CATEGORIES	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
16.	Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets.	E	✓	✓
17.	Ability to develop and implement strategies to enhance and sustain the Academy's initiatives.	E	✓	✓
18.	Ability to work with a range of external agencies and stakeholders to deliver the Academy's initiatives.	E	✓	✓
19.	Ability to communicate verbally with, and write reports for, a range of stakeholders, including Governors and external agencies.	E	✓	✓
20.	Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes.	E	✓	✓
21.	Ability to work autonomously, prioritise conflicting demands and thrive under pressure.	E	✓	✓
22.	ICT skills to manage and report on performance data to a range of audiences (Ofsted, Governors, parents, staff and pupils).	E	✓	✓
23.	Understanding of contemporary issues relating to safeguarding, pastoral matters and learning support.	D	✓	✓
PERSONAL QUALITIES				
24.	A passionate belief in the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.	E	✓	✓
25.	Commitment to working flexibly outside of Academy hours to achieve outstanding outcomes for young people.	E	✓	✓
26.	Personal resilience, persistence and perseverance.	E	✓	✓
27.	Highly organised, literate and articulate.	E	✓	✓
28.	A strong commitment to the Trust value of 'Service'.	E	✓	✓
29.	A strong commitment to the Trust value of 'Teamwork'.	E	✓	✓
30.	A strong commitment to the Trust value of 'Ambition'.	E	✓	✓
31.	A strong commitment to the Trust value of 'Respect'.	E	✓	✓
32.	Commitment to support Star Academies' agenda for safeguarding and equality and diversity.	E	✓	✓

33.	Sympathetic to and supportive of the Mixed Multi-Academy Trust Model and ethos of the Establishment.	E	✓	✓
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