**Assistant Principal**

**Post Title:** Assistant Principal

**Hours:** 37.5 hours per week, Full Time

**Salary: L9 -15** 63,490 – 73,139

**Reporting to:** Vice Principal

**Conditions of Service**: United Learning Contract

**ROLES & ESSENTIAL CHARACTERISTICS**

There is an exciting opportunity to appoint an Assistant Principal full time to the senior team at Salford City Academy. We wish to appoint an outstanding individual with a record of impactful leadership in their current role. The full remit and responsibility will be decided based on the skillset and experience of the successful candidate. We are looking for a leader who can support us in our journey towards excellence. The successful candidate will be responsible for specific aspects of Quality of Education and teaching or Inclusion and personal development in the academy. Therefore, we are keen to hear from those candidates who have developed themselves and their expertise in these areas and who believe they can contribute to the leadership of the school at this exciting time.

The role would suit someone who is passionate about improving outcomes for students and wants to develop their leadership skills to take on wider responsibilities in the future. To be successful in this senior post you will be a confident leader. You will be relentless, never satisfied and constantly reviewing what is working and what needs refinement or change. This is an exciting opportunity and one where commitment, ideas and strategic planning will be key in delivering success.

As a senior leader you will be a prominent, visible presence around the academy and will promote strong relationships with all stakeholders. To be successful, you will lead with confidence and conviction and will be passionate about the power of education to transform lives. You will demonstrate impeccable professionalism, unwavering determination, and relentless optimism. Able to lead by example and be a source of inspiration, you will support and guide colleagues and will have the highest expectations of every student in terms of achievement, character, and conduct.

**KEY RESPONSIBILITIES**

**\*Specific responsibilities will be decided on completion of the process and will reflect the skill and experience of the successful candidate.**

* To support the Principal, and senior leadership team in transforming leadership at all levels of the Academy.
* To lead on aspects of Academy improvement and development planning
* To work with all SLT in promoting the Academy’s vision and aims, developing and implementing policy, and monitoring and evaluating progress.
* To have major line management responsibilities, oversight of the work of other colleagues, and direct responsibility for specific objectives in the School Improvement Plan including carrying out Performance Management reviews.
* With the Principal & Associate Principal build leadership capacity within the middle leadership teams and provide opportunities for them to flourish.
* Driving consistency and improvements for
* Lead and foster a culture where staff are committed to developing their practice to secure excellent progress for students.
* Undertake quality assurance and use the outcomes to support and develop practice for the academy, departments and staff. Reporting on outcomes and addressing areas of underperformance with strategic, timely and impactful interventions/actions.
* Promoting literacy through collaboration with the literacy team to develop students oracy, reading and written expertise.
* Report onperformance to all stakeholders.
* Contributing to academy self-evaluation and development planning.
* Working with cluster and trust colleagues to develop relationships and the sharing of practice to benefit students. E.g. United Learning subject advisor consultation and assessment plans
* Regularly reviewing the outcomes of pastoral interventions and initiatives, measuring the effectiveness and making improvements as necessary.
* Undertaking student voice to involve students in development work to improve provision.
* To prepare reports for the Principal, Senior Leadership Team and Governors.
* Regularly update the pages of the academy’s website when appropriate.
* Collaborate with wider cluster and trust colleagues to share and utilise good practice.

**WIDER RESPONSIBILITIES**

* Delivering excellent lessons, achieving excellent results and acting as a role model to students; Having the highest expectations of every student in terms of achievement, character and conduct.
* Loving their subject and cultivating a similar passion in their students; Supporting their students through academic intervention, as required.
* Contributing to the character development programme and the wider life of the school; and Attending academy events and meetings.
* Line managing a curriculum area/s and wider staff within the remit of the post
* Maintain confidentiality, collective responsibility and collegiality.
* Supporting, promoting and embodying the academy’s vision and ethos.
* Being a source of inspiration, support and guidance to colleagues.
* Act with professionalism and integrity at all times; and Contribute to the wider success and development of the trust.
* Maintaining a visible presence about the school through duties and availability.
* To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy. To adhere to all Academy policies and procedures.
* To participate in performance management arrangements with the Trust.
* To attend training courses as required and lead by example on continuous professional development;
* To observe and promote Equalities across the Trust.
* To be responsive to school/ needs, demonstrating speed of response through own actions and proactively proposing ideas and solutions.
* To carry out any other duties appropriate to the post as required.

**Safeguarding**

As an educational trust, United Learning Trust is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the trust expects all members of staff and volunteers to share in this commitment. To this end, both an ‘Enhanced Disclosure and Barring Service’ check and a ‘Barred List’ check will be required for this role.

**As strategic managers with whole-school responsibilities Leadership Group members (Executive Principal, Principal, Vice Principal and Assistant Principal) share the following roles including a contract which goes beyond the 1265 hours working time applicable to teachers.**