



Deputy Principal

Vanguard School, London

Leadership Group Pay Range (Inner London), dependent on experience



About Us

The Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and, in their future, lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



The Vanguard school in Lambeth opened in 2020 and provides a curriculum for students from across the spectrum who have a range of learning needs. The school provides opportunities for the development of a wide range of independent living skills, focusing on community inclusion.



Thank you for your interest in this role within Liberty Academy Trust.

This is a hugely exciting time for our family of academies as we seek to grow and extend our reach so that we can make a real difference to the lives and life chances of children – and particularly those who are autistic – so they receive the educational opportunity they deserve.

The Trust currently has three academies based in the local areas of Cheshire East, Reading and Kennington; all of which are at different stages of development. We are clear on the importance of achieving long-term sustainability for our academies.

Our vision is to lead through moral purpose, whilst taking advantage of collaborative opportunities and partnership work, to secure an excellent educational offer for our children and young people. Employees within the Trust belong to a community of professionals and benefit from an increasingly wide range of networks and development opportunities across the Trust, which will increase further as we grow.

With high expectations for staff and pupils alike, those we recruit can demonstrate that they share our values, are highly motivated to work with colleagues to continuously develop their skills, pursue professional excellence, and are committed to providing the highest standards. If you see yourself in that description, then we would be delighted to receive your application.

Dr Nic Crossley, Chief Executive

The Opportunity

As Deputy Principal, you will play a key role in the leadership of our school, ensuring the safety and well-being of our children and young people and the effective delivery of learning opportunities. This involves the planning and allocation of resources to ensure smooth running across areas including finance, staffing and facilities, as well as the analysis of progress and attainment to ensure the quality of education.

This role includes responsibility for teacher professional development and improvement. A lead for enabling the development of a blended curriculum, to include out therapeutic offer and innovative ways to improve the learning experience for our students.

You will be a qualified educationalist with a demonstrable track record of developing practice around the education of SEND pupils. You will bring relevant leadership and management experience, and be capable of inspiring others through your vision, innovation and enthusiasm. You will share our passion for building a school that works for autistic children and young people.

Our success depends on our skilled and dedicated staff. We offer a competitive salary and pension, as well as a range of benefits and a focus on staff well-being. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

Recruitment Process

Further information about the school and the Liberty Academy Trust is attached. Please also visit our website at: libertytrust.org.uk

Application deadline:	19 th March 2024
Interviews:	Week Commencing 22 nd April 2024
Anticipated start date:	As soon as possible (subject to notice period)

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2023. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, but particularly welcome from those with a diagnosis of autism or Asperger syndrome. Please note that we can only consider applicants who are legally entitled to work in the UK.

Job Description

Purpose

- Work alongside the Principal in the development and management of the school.
- To deliver and sustain high expectations of the whole school community, driving better outcomes for all.
- Contribute to the day-to-day organisation and operational management of the school.
- Provide analysis of the development of pupil wellbeing, safety and individual needs in relation to pupils' special educational needs to demonstrate progress made and intervention strategies in this important area, as part of the Quality-of-Life framework.
- As a member of the Senior Leadership Team, take responsibility for certain areas of school function. Areas will be determined upon appointment dependent upon skills and experience.

Deputy Principal

- Work with the Senior Leadership Team to ensure smooth and effective running of the school day, including ensuring the safety and wellbeing of pupils as well as the delivery of the curriculum through safe staffing allocation and organisation.
- As requested, deputise for the Principal and monitor the day-to-day functioning of the finance, human resources, administration and facilities management of the school.
- Provide the highest standard of support assisting pupils in achieving their maximum potential through the implementation of the Quality of Life (QoL) and SPELL frameworks. Training can be provided for this.
- Deliver actions to ensure that the LAT and Vanguard policy guidance is upheld.
- Develop the provision of the highest possible quality of education and care, maintaining a supportive atmosphere for each pupil. Drive the improvement and an innovation agenda.
- Ensure the attainment and achievement of teaching and learning outcomes.
- Ensure that activities/programmes are consistently implemented in accordance with each pupil's individual plans.
- Staff induction and training in conjunction with the principal, with a focus on induction and training for Teachers and Learning Mentors.
- Develop and implement policies and procedures relating to your areas of responsibility.
- Working with the SLT to monitor timetables, rotas and staff cover to ensure appropriate educational, care and transdisciplinary input.
- Monitor the curriculum and the input of educational staff and the transdisciplinary team creating a 'one school' ethos.
- Ensure that systems to identify, address and report on pupil's needs and achievements are in place.
- Develop and build relationships with parents/carers and professionals.
- Manage delegated budgets on a day-to-day basis.
- Work closely with the School Principal and Deputy to formulate the School Improvement Plan and Strategic plans.
- To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.
- To always support and implement the Trust's policy and procedures of the school.

General

- Participate in the Trust Curriculum Network and/or Assessment and Data network group and contribute to policy, practice and understanding of effective pedagogy across our schools.
- Liaise with partner schools, feeder schools, universities and HE institutions, sharing and learning best practice and using it to inform the practice of the subject team.
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the broader life of the school and the school's programme of extra-curricular activities. Support and contribute to the school's responsibility for safeguarding students.
- Always comply with all Trust and Academy policies and procedures, including, but not limited to, Safeguarding, Health & Safety and HR policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the performance review process.

Job descriptions only reflect 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role.

Person Specification

Qualifications and Knowledge

1. Hold qualified teacher status.
2. Evidence of significant CPD, including around the education of SEND pupils.
3. Knowledge of current legislation and policies in the area of SEN, disabilities and student inclusion, and understanding of current developments and their impact.
4. Understand the importance of high expectations and equality of access for all.
5. Knowledge of safeguarding responsibilities.

Skills and Experience

6. Relevant leadership and management experience, including the ability to work in a way which promotes collaboration and innovation.
7. Experience of autism provision.
8. Ability to deliver outstanding teaching and learning; and to create high quality lesson plans and schemes of work.
9. Able to create a safe learning environment where students are motivated and encouraged to raise their aspirations.
10. Well-developed skills around planning, organising and resource allocation.
11. Proven ability to use data confidently and use analysis to inform and monitor interventions.
12. Experience of working with quality assurance frameworks, and of using lesson observations as a tool for improvement.
13. Excellent written and verbal communication and presentation skills, including the ability to communicate positively with parents, carers and external agencies.
14. Excellent ICT skills, which enhance the presentation of data, as well as support the adaptation of teaching and intervention resources.

Personal Attributes

15. A clear passion for SEND provision which improves life chances through high expectations.
16. Able to share and embed innovative solutions to supporting all pupils with SEND.
17. A strong team player with excellent interpersonal skills, able to engage colleagues.
18. Enthusiasm and energy; stamina and resilience.
19. A flexible approach, and able to remain calm when situations become challenging.

20. Self-discipline and self-motivation; highly responsive and able to work under pressure and to tight deadlines.

21. Able to act as a positive role model for other members of staff.

22. An understanding and commitment to the vision and aims of Liberty Academy Trust.

Other

23. An appropriate post-graduate or senior leadership NPQ qualification.
