

Job Description

Job Title: Principal

Reporting to: Executive Principal and Board of Directors

Salary: £78,359 to £89,874 plus performance related bonus

Key Responsibilities

The Principal will work with the Senior Leadership Team (SLT) to provide strong professional leadership, vision, direction, management and operational management of the academy and the highest quality education for all its students.

This job will require you to:

- Provide vision, leadership and direction.
- Carry out day to day management, organisation and administration.
- Create a safe and productive learning environment which is engaging and fulfilling for all students.
- Produce and implement the School Improvement Plan.
- Develop innovative approaches for the deployment of all staff in line with the educational vision and in accordance with government policy, recognising the uniqueness of the academy.
- Effectively manage teaching and learning.
- Ensure personalisation of learning.
- Provide a wide range of opportunities for students to produce and perform creative work.
- Use assessment data to provide realistic but challenging targets.
- Continue to develop systems of monitoring all areas within the academy.
- Ensure the academy self-review process measures quality, processes and output.
- Ensure the academy is a learning community.
- Have a creative and flexible timetable to allow for breadth and depth of learning in both academic and vocational work.
- Ensure a culture which reflects the core aims, values and ethos of the academy continues. A place where young people feel welcome, special, valued and where their academic abilities and arts talent are nurtured.
- Make the most of student's talents in a variety of areas.
- Work with the CEO and Finance Director to set a budget, deploying the resources and funding within the financial control systems to achieve the schools aim within a balanced budget.
- Evaluate the schools performance and identify priorities for continued improvement.
- Promote excellence, equality and high expectations for all.
- Organise and manage the accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and legal compliance.
- Ensure all legal requirements/compliance within HR, safeguarding, etc.
- Ensure staff development is linked to outcomes of the performance management process.
- Adapt a strong and flexible leadership style so as to influence and motivate staff and students to achieve their objectives and those of the academy.
- Work pro-actively with the CEO and Trustees to create an open and valuable working relationship.