

**JOB TITLE:** Assistant Principal for Personal Development and Whole School Culture

**REPORTING TO:** Principal

**SALARY:** L14 - L18

**--------------------------------------------------------------------------------------------------------------------------------------**

**CORE PURPOSE:**

To support our students to live our values of being aspirational, respectful and one community, building belonging so that students understand why we do things ‘The Towers Way’.

To take the strategic lead along with the rest of the SLT in developing the school in line with the School’s Mission Statement.

**DUTIES AND RESPONSIBILITIES OF THE ROLE**

* To work as part of our whole school process for supporting student behaviour
* Alongside the AP Behaviour, to lead the Heads of Year, supporting them to build their year group culture and ‘brand’.
* To develop the programme and curriculum sequence for Personal Development, liaising with the Co-curriculum coordinator, the Year teams, the Sixth Form team and other staff as necessary.
* To support the Year teams to ‘go upstream’, building effective learner habits and whole school norms, positively influencing school culture and behaviour
* To develop our whole school process of learner rewards and recognition, including the rewarding of LEARN and the introduction of Character Cards.
* To build culture through our whole school spaces/ environment.
* To quality assure the delivery of Personal Development throughout the school, including through PD sessions, Lead Lessons and Development Days.
* To develop student led leadership opportunities throughout the school.
* To support parents and the wider school community to engage positively with Towers through events, communication and our wider engagement.
* To line manage the delivery of CEIAG to aid transition through Key Stages 3, 4 and 5.
* To work with SLT to ensure staff consistently implement the behaviour policy, with fairness , positivity and respect, building relationships and leading to high expectations for all.
* To work effectively with students who find it more difficult to meet our high expectations, along with their parents to drive personal success.
* To develop a whole school culture where students are ‘Proud to be Towers’.
* To oversee the Co-curriculum coordination ensuring a wide range of extra curriculum and educational visits which are well considered and well attended, including by vulnerable groups.
* To lead the process of KS2 to KS3 transition, ensuring our new cohort understand and buy in to ‘The Towers Way’, building belonging right from the start.
* To further develop the ‘Proud to be Towers’ events as part of our school calendar.

All Senior Leaders have the responsibility to:

* Uphold the vision and values of the school.
* Undertake duties and responsibilities as required, for example, supporting whole school centralised systems.
* To lead on aspects of school self-evaluation as relevant to the role.
* To contribute to the creation and implementation of the School Improvement Plan and take responsibility for leading key aspects of it.
* Provide effective line management of staff as necessary, providing appropriate support, challenge and accountability.
* Ensure that all stakeholders including the Principal, other members of SLT and Trustees are informed of evaluation and impact of the role.
* Commit to continual improvement as a teacher and leader.

We work to the Core Principles of Leadership at Towers:

* Culture: we create the community, the culture and make the weather for all
* Communication: we over communicate with all
* Honesty: we believe in honesty with others and ourselves; we challenge in private and support in public
* Consistency: we always follow up, always follow through and always hold the line; we positively challenge our community to meet our high expectations
* Reliability: we do what we say we will do, we are available for staff and always run towards the noise
* Celebration: we look for the bright spots and celebrate
* Strategy: we think and plan strategically, looking at the bigger picture