**Job Description – PRINCIPAL LEAD – PERSONAL DEVELOPMENT, WELFARE, SIAMS, COMMUNITY ENGAGEMENT, ENRICHMENT & CEIAG**

# Job details

**Grade:** L8-12

**Reporting to:** Headteacher

**MAIN PURPOSE**

* Lead on whole school personal development and student well-being which include spiritual, moral, social and cultural themes, equal opportunities, British values, healthy lifestyles and mental health and SIAMS
* Lead on whole school worship in line with the school’s Christian Ethos.
* Lead the implementation and quality assurance for learning of whole school cross-curricular themes
* Lead on PSHE and RSE provision
* Lead on the school’s programme of career advice and guidance, working closely with key stakeholders to ensure high standards of teaching, learning and guidance.

**GENERAL RESPONSIBILITIES**

1. Be part of the school safeguarding and child protection team
2. Lead whole school student leadership and student voice
3. Enhance school relationships with external agencies
4. Monitor and evaluate students’ progress through analysis of data, and develop effective intervention strategies
5. Ensure an effective online presence for personal development and student well-being
6. Provide leadership in the pastoral, social and academic welfare of students, supporting their inclusion in school life
7. Maintain and strengthen links with other schools and colleges
8. Undertake generic Leadership Team responsibilities
9. Be a leading professional in the school
10. Contribute to school quality assurance through the school improvement plan, evaluation and review of policies
11. Managing staff and resources and monitoring progress towards the achievement of school aims
12. Undertake any professional duties the Headteacher reasonably delegates
13. Promote the ethos, aims and objectives of the school
14. Assist the Headteacher and SLT in determining the strategic direction and development of the school
15. Take a leading part in the development of policy and the management of the school
16. Be a visible presence in the school on a day-to-day basis
17. Lead key developments as set out in the SIP
18. Report to the Leadership team and Governors, as appropriate, on the progress of designated tasks as set out in the SDP
19. To provide the Headteacher and Governing Body with relevant information relating to performance, progress and development as required.
20. To attend Governing Body meetings.
21. The Principal Lead will also have a timetabled teaching commitment of approximately 50% complying with the teachers’ standards and modelling best practice for others.
22. They may also be required to undertake any of the duties delegated from the headteacher.
23. The Principal Lead will also be expected to fulfil the professional responsibilities of a teacher, as set out in the School Teachers’ Pay and Conditions Document.

**LEADERSHIP & MANAGEMENT**

1. Prepare and review information for SLT and the Governing Body.
2. Contribute to the school improvement plan and whole-school policy
3. Identify training needs for staff and how to meet these needs
4. Lead CPD for staff
5. Review impact of CPD
6. Share procedural information, such as the school’s attendance or behaviour policies
7. Promote an ethos and culture that supports the school’s SEN policy and promotes good outcomes for students with SEN or a disability
8. Lead and manage the pastoral team
9. Lead staff appraisals and produce appraisal reports
10. Review staff performance on an ongoing basis
11. Support the headteacher and deputy headteacher in the day-to-day management of the school
12. Communicate the school’s vision compellingly and support the headteacher’s strategic leadership
13. Lead by example, focusing on providing excellent education for all pupils
14. Build positive relationships with members of the school community
15. Keep up to date with developments in education
16. Seek training and continuing professional development to meet own needs

**OTHER AREAS OF RESPONSIBILITY**

The Principal Lead will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Principal Lead will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher

**Footnote**: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

**PERSON SPECIFICATION**

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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|  | **CRITERIA**  |
| **QUALIFICATIONS** | Degree and teaching qualifications (QTS)Recent and relevant professional development |
| **EXPERIENCE** | Previous leadership experience with significant Line Management responsibilityRecognising and meeting the needs of a schoolA track record of driving strategies to raise standards of learning and teachingBuilding effective inter-disciplinary teamsA middle leader or senior leadership role in an 11-18 School Successful track record of teaching across the age and ability rangeRecent experience of working effectively with outside agencies, local community and Governing Body |
| **KNOWLEDGE**  | In-depth knowledge of developments in learning and teaching, and the ability to use these to improve student outcomesCommitment to collaborative and consultative workingCapability to design and implement an innovative curriculum which is driven by the needs of the studentsDirect knowledge of strategies to raise standards; an aptitude and enthusiasm for effective analysis of data and its use in setting targets for improvementRecognition of the need for partnerships and effective collaboration with other schools, agencies and organisations. |
| **SKILLS & ATTRIBUTES** | An innovative and collegiate leadership style with the ability to motivate staff towards that vision and to build on the existing high standards in the schoolAn understanding of the importance of, and the desire to engage with and inspire young people whatever their challengesA commitment to working in partnership with an enthusiastic, stable and widely representative governing body and to ensure that they have the information and materials required for the proper discharge of their roles and responsibilitiesThe ability to cope with the pressures of senior leadership and to ensure that the demands of the post do not preclude a full and balanced lifeAbility to lead and inspire staff and students of all abilities and to communicate high expectationsA leader with proven ability to manage change and to establish and maintain good working relationships with staff, students and parents – ability to work well with others in vitalRecent involvement in providing training and development for staffStrong written communications and presentation skills; high order administrative and management skillsExcellent organisational skills, ability to effectively manage competing priorities and adhere to a range of tight deadlinesStrong emotional intelligence that is attuned to supporting students, parents and staffExperience of using data for school improvementA creative and innovative thinker, able to engage in debate with all stakeholdersA person of judgement with a high degree of professionalism and integrity, who will uphold the values of the school and see students as the absolute priority |
| **PERSONAL CHARACTERISTICS** | Capacity to work very hard under pressure ApproachableCommittedEmpatheticEnthusiasticOrganisedResourcefulResilientDetermined |