



St Blasius, Shanklin C of E Primary Academy

Albert Road, Shanklin

Isle of Wight PO37 7LY

Telephone (01983) 862444

Fax (01983) 868810

Email: admin@stblasiusacademy.iow.sch.uk

www.stblasiusacademy.co.uk

Interim Executive Principal: Mr A Augustus

Interim Deputy Principal: Mr R Lyon

Assistant Principal: Miss P Croucher

Deputy Principal

Group 2 LSR L8-L12

Start: September 2022

**We want to create outstanding memories for our children; would you help us continue to do this?
Are you engaging, ambitious and talented?**

Applications are warmly welcomed for the post of Deputy Principal at St Blasius Shanklin C of E Primary St Blasius is a one form entry primary school that is striving to deliver a memorable and outstanding education for the children in the Shanklin community. We are looking to appoint a highly motivated, creative and skilled senior teacher who is eager to progress and develop. We won't put a ceiling on learning! Do you feel the same?

We can offer you:

- [The perfect springboard for aspiring people on the journey to headship!](#)
- An incredibly supportive and positive working environment with exceptionally happy, friendly, well behaved children who enjoy coming to school and want to learn. An opportunity to shine!
- Enormous career development and opportunity including school to school support/outreach
- A community school at the heart of the local community.
- OUR CHILDREN would like you to be happy, a good listener and someone who will make their learning fun
- OUR PARENTS would like you to be friendly and approachable
- OUR STAFF would like you to be an inspirational, keen and committed professional, with excellent interpersonal skills
- OUR TRUST and GOVERNORS want a candidate who is dedicated to raising the achievement of every child.

We are looking for someone with either a SEND specialism or someone who has experience at improving teaching and learning.

Be part of a special journey.....Apply!

Take the next step in your career and work with our Principal to lead our dedicated and committed team and work with our fantastic children. We will provide full induction, training, support and dedicated weekly leadership time. This is a non-classed based role. The school is committed to safeguarding children and young people. All post holders are subject to a satisfactory Disclosure and Barring Services (DBS) check.

Please email admin@stblasiusacademy.iow.sch.uk for an application pack. Visits strongly encouraged!

Closing date: 9.00am Monday 23rd May 2022

Interview Dates: 26th & 27th May 2022

A member of the DIOCESE OF CHICHESTER ACADEMY TRUST

The Diocese of Chichester Academy Trust, a company limited by guarantee.
Registered in England & Wales No. 09201845

Registered office: Diocesan Church House, 211 New Church Road, Hove, East Sussex, BN3 4ED



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Dear Applicant,

Thank you for expressing an interest in the role of **Deputy Principal** at St Blasius Shanklin C of E Primary School. Children at St Blasius learn and play together in a cohesive and harmonious school community in which they feel very safe and are exceptionally well cared for. We have a committed staff team with great parents who are enthusiastic supporters of the school. The school is on its journey to 'Good' but there is much work to do.

Our priority is to find an enthusiastic, experienced individual ready to further their career and develop as a Deputy Principal. We are looking for someone who is passionate about what they do and who wants to work at a school which will be improving quickly. We want someone who wants to make a difference and be part of the journey – we will provide you with support, training, guidance and a fun working environment!

As the Interim Executive Principal I believe very strongly in developing the staff of the school and work hard to provide opportunities for the staff team to develop. We want our new Deputy Principal to add to the strength that already exists within the school team and help us continue to build the capacity and to improve the learning experiences for the children, as well as an opportunity to develop and progress as a Leader.

The role of the Deputy Principal will be non-classed, with a focus on improving outcomes for our children. The Deputy Principal will also work in partnership with the Executive Principal and take on the responsibility of developing the team's approaches to learning and teaching across the school and lead on one other significant area which will match the skills and talents of the successful candidate. They will also be part of the safeguarding team.

Please ensure you return your application in time for consideration by the short-listing panel by 9am Monday 23rd May – please email your application to admin@stblasiusacademy.iow.sch.uk.

Yours sincerely,

Alex Augustus
Interim Executive Principal



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Selection Process and Procedure

Your application should be submitted by **9am Monday 23rd May 2022** to Alex Augustus, either in hard copy or by email: admin@stblasiusacademy.iow.sch.uk

The selection panel will meet on Monday and complete the short listing process. Shortlisted candidates will be contacted and invited to interview. This will be followed by a letter outlining the interview process and the schedule for the day. Interviews will take place on Thursday 26th May and Friday 27th May 2022.

Any appointment will be subject to receipt of satisfactory references and to pre-employment checks. The school is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced DBS.

Deputy Principal Person Specification

Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had that shows how you meet these requirements when you fill in your application form and prepare your supporting statement.

A-Application, I-Interview, T-Task

Qualification and Training	Essential
Education	1. Qualified teacher status A 2. Evidence of continual professional development A
Experience	Essential
Leadership and management responsibility	3. Successful experience of being a member of a Senior Management Team A 4. Has experience and can demonstrate impact of leadership and management of an aspect of school development including curriculum leadership, performance management, monitoring and evaluation A/I
Teaching	5. At least 5 years substantial and current experience of teaching within the Primary Range 3-11ys A 6. Experience of teaching more than one Key Stage A
Skills and qualities	Essential
Leadership	7. Can demonstrate impact of think strategically and leading, motivating and inspiring pupils and staff I 8. Can demonstrate the impact of using assessment, recording and reporting procedures including data analysis to raise standards and accelerate progress. I 9. Has the ability to evaluate the quality of learning and teaching and can demonstrate impact of effective action to bring about improvements. I

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Relationships	10 Demonstrates impact of establishing and developing positive relationships with all those involved in the school A/I 11.Can demonstrate impact of developing parental support and to involve parents and the wider community in the day-to day life of the school. A/I 12.Can demonstrate impact of working effectively and productively with the school's partners e.g. An Academy Trust, the LA, Health and other visiting professionals A/I
Personal, Interpersonal and communication skills	13.Ability to relate well to children, to know & treat each child as an individual A/I 14.Ability to prioritise & manage own time effectively; be resilient under pressure. T 15.Ability to communicate to staff, parents/carers and governors and the wider community effectively in writing and orally A/I/T 16.Ability to deal sensitively with people and resolve conflicts A/I 17.Highly competent in the use of information technologies A 18.Enthusiastic, Flexible and approachable
Attitudes	Essential
Education philosophy	19.Committed to the inclusion of all pupils A/I 20.Committed to raising achievement through partnerships with parents and Education Services A/T
Equal opportunities	21.A strong knowledge of, and commitment to, inclusion and equality of opportunity A/I
Safeguarding	22.Has been a DSL or Deputy DSL and is fully committed to safeguarding and promoting the welfare of children and expecting all staff to share this commitment A/I
National Framework	23.Knowledge of the SEN A Code of Practice and its implementation A/I 24. An understanding of the role and importance of school self-evaluation A/I
Teaching and learning	25.Understanding the value of monitoring and evaluating teaching and learning and providing effective feedback to teachers A/I 26.Understanding of the role of ICT in teaching and learning I
National Curriculum and Foundation Stage	27.Understanding planning of the National Curriculum, and Foundation Stage Guidance, including assessment, recording and reporting A 28.Understanding of how the National Curriculum can be delivered in a creative and imaginative way A/I
Parents and Community Finance	29. Understanding the role which can be played by parents in raising standards. T 30.Understanding of the role of the school in the wider community I 31.Understanding of the role and importance of good financial planning, management and best value (desirable) I

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Deputy Principal Job Description

Reports to	Executive Principal and Governors
Title of post	Deputy Principal
Salary	Leadership Spine L8-L12

Within the school, the overall responsibilities of the Deputy Principal are to:

The Deputy Principal will provide professional and strategic leadership in the school ensuring: a high quality curriculum, consistently good or outstanding teaching & learning, improved standards of achievement for all pupils and continued pursuit of innovation and excellence in all areas of education in the school. They will ensure that all children are included and have an equitable educational high quality educational offer.

The post holder will be a member of the Senior Leadership Team and be able to deputise for the Principal and promote a culture of team work, in which views of all are considered

1	<p><i>Strategic direction and development of the school</i></p> <p>To assist the Executive Principal in:</p> <ul style="list-style-type: none"> a) achieving the school's aims and vision b) initiating & formulating policy, evaluating the impact of policies on priorities & targets c) the day to day running of the school e.g. organising the school diary, inclusion, timetables, cover arrangements <p>To take joint responsibility for raising the quality of teaching and learning across the school with the Principal and Assistant Principal to ensure that it is consistently good or better in partnership with the Senior Management Team. (Through coaching, mentoring and modelling)</p> <p>To take a leading role in promoting good behaviour and ensuring a calm and supportive environment conducive to learning</p> <p>To play a key role in the development and implementation of the whole school plans which identify appropriate priorities and targets</p> <p>To assist the Principal in implementing the school's performance appraisal policy</p>
1.21	<p>To lead on one significant area of work for the school</p> <p>To be responsible for timetables & rotas, organising supply cover, disseminating information to staff and assisting the Principal with whatever duties may be required for the effective organisation of the school. To demonstrate excellent interpersonal and communication skills, both written and verbal with pupils, staff, governors, parents and the wider community</p> <p>To take responsibility for the school in the absence of the Principal</p>
2	<p><i>Leading, teaching and learning</i></p> <p><u>CURRICULUM PLANNING AND DEVELOPMENT</u></p> <p>To lead the staff team in partnership with the Executive Principal and Assistant Principal in the development of a broad, balanced and inclusive curriculum that enthuses the children and promotes rapid pupil progress. To lead, support and monitor the development of long and medium term curriculum planning throughout the school in partnership with the Assistant Principal and Principal.</p>
2.1	<p>To provide support and guidance and advice to staff on the curriculum and SEND</p>
2.2	<p>To ensure that our more able children (gifted and talented) and less able children (SEN) have appropriate differentiated provision and monitor the effectiveness of this in conjunction with the Inclusion Co-ordinator.</p>



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2.3	<u>TEACHING AND LEARNING:</u> To ensure the development of pupil's learning with due regard for the aims and objectives of the school and the needs of the pupils taught
2.4	To support and guide the Early Years Foundation Stage, Key Stage 1 and Key Stage 2 leaders in creating and maintaining an environment and code of behaviour which promote and secure good teaching, effective learning, high standards of achievement and good behaviour
2.5	To manage and support the teaching assistants across the school, ensuring that their learning and development needs are developed.
2.6	In partnership with the Executive Principal, Assistant Principal and DCAT - monitor and evaluate the quality of learning and teaching through carrying out classroom observations, monitoring of planning and children's work and supporting staff in setting realistic targets for pupil's achievement
2.7	To model outstanding teaching and learning (outstanding means consistently good in all areas)
2.8	To help create and promote positive strategies for ensuring equal opportunities and dealing with racial and homophobic harassment.
2.9	<u>ASSESSMENT AND EVALUATION:</u> To work with the Assessment Leader on the development of the School Curriculum and Assessment procedures - monitoring attainment and pupil progress
2.10	To work in partnership with the Assessment Leader in ensuring accurate assessment in all year groups
2.11	To organise and develop the school's work in moderating assessment judgements with the Assistant Head
2.12	To lead staff in the effective use of data to record and analyse attainment and progress and identify interventions to raise attainment and accelerate progress
2.13	To analyse school data using ASP / Target Tracker and other tools to identify strategies to raise standards and accelerate progress
2.14	To work with the Executive Principal in conducting Pupil Progress Meetings with individual teachers, at least termly, to monitor and accelerate pupil progress
2.15	To meet with the Executive Principal, Chair of Governors and DCAT to set annual targets using FFT

3	<i>Leading and managing staff</i>
3.1	<u>PERSONAL PERFORMANCE AND DEVELOPMENT</u> To undertake further study in leadership and management as appropriate.
3.2	To be an innovator and develop a flexible approach to all aspects of your work as Deputy Head
3.3	To think creatively, problem solve, use initiative and seek responsibility.
3.4	To be able to prioritise and manage your own time effectively

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