

The Potteries Educational Trust

Applicant Information Pack

Deputy Principal

City of Stoke on Trent Sixth Form College

Closing Date: 9am, Friday 11th October 2024

Interview Date: Tuesday 22nd October 2024

**Salary: Sixth Form Colleges Leadership Spine
L20 – L24 (£86,313 - £94,900)**



September 2024

Welcome from the Chief Executive Officer and Principal

We are delighted that you've expressed an interest in the position of Deputy Principal at the City of Stoke on Trent Sixth Form College, part of the Potteries Education Trust (PET). This post provides an excellent opportunity for an outstanding individual to join a successful sixth form college and become part of our committed and passionate Senior Leadership Team.

We hope this application pack and other documentation contains all of the information you need.

If, after reading the information, you are still interested in the post please complete an application form and return to HR@potteries.ac.uk. All candidates will be assessed against the information provided in the enclosed job description and the essential and desirable criteria outlined in the person specification, therefore, please consider the details in the job description and person specification carefully so that you know what the job involves and how you can match this in terms of your skills, abilities and knowledge. The information you provide in your application form and supporting information is the only information that we will have in deciding whether or not you will be shortlisted for an interview. **Please do not attach a curriculum vitae or additional sheets as these will not be considered.**

As part of the Trust's efficiency measures, we do not send letters to unsuccessful candidates, therefore if you do not hear from us within one month of the closing date you may assume that your application has been unsuccessful.

If you require any further information or wish to discuss the post in more detail, please do not hesitate to contact the HR Team on HR@potteries.ac.uk.

Thank you again for your interest in the post and we look forward to receiving your completed application by 22nd October 2024.

Best of luck with your application,



Heather McLachlan
Chief Executive Officer
Potteries Educational Trust



Lesley Morrey
Principal
City of Stoke on Trent Sixth Form College

About The Potteries Educational Trust

The Potteries Educational Trust

Our focus is to provide the very best education for every child and young person within the Trust, offering a high quality, broad, academic education for the children and young people of Stoke-on-Trent, North Staffordshire and beyond.

Working with like-minded partners the Potteries Educational Trust centers on the development of the very best practice in teaching, learning and assessment. We will provide teaching and learning in a nurturing, supportive environment with a broad range of opportunities and extra-curricular activities available for all within the Trust.

The Potteries Educational Trust was formed in 2017. We provide education for children and young people from 4 years to 18 years and beyond. Our establishments include the City of Stoke-on-Trent Sixth Form College, Biddulph High School, Moorside High School and Werrington Primary School.

Our Vision

As a Learning Community, we share common values and principles which are embraced at every academy within the Trust. These values form the foundations of everything that we do and achieve as a Multi-Academy Trust with one outcome in mind, to create a caring community that delivers excellence and inspires futures.

We have dedicated and committed Members, Trustees and Local Governors with a wide range of educational and business experience. Each school and college has its own Local Governing Body so that decisions are made at a local level specific to the individual needs of each school. Each establishment has its own individual character and uniqueness. It is important for our Trust to celebrate our diversity whilst working to our common values and principles. We offer a vast range of opportunities through the curriculum and extra-curriculum activities to develop our young people for life experiences and promote high aspirations. The Trust has extensive links with regional and national businesses and universities. We provide wide ranging continuous professional development opportunities for all staff.

We are proud of being a Trust that successfully promotes the highest of aspirations in all our students as evidenced by the multiple opportunities available to meet leading professionals and academics, explore their vocation, experience educational visits across the globe and apply successfully for the most competitive of destinations.

Our Values

- We strive for excellence in both academic achievement and life experiences to provide a rich education and opportunities beyond just a set of qualifications.
- We seek to inspire our children and young people, raising their aspirations to be the best they can be and to make a positive contribution to our local and national community.
- We believe in the added value of working partnerships across all phases of education and the benefits and opportunities it brings to our students and staff.
- We will maintain an open access policy ensuring that admission is not based on academic success, within the context of the available curriculum in each establishment.
- The Trust will promote a broad, holistic education for all our children and young people who seek to broaden their understanding of the world.
- All partners in the Trust have an equal place and will work together with honesty, transparency and fairness. We will learn from each other to add value to our practices and to the children and young people and communities we serve.

Our Principles

By working together and learning from each other to add value to our practices and to the children and young people and communities we serve, we will champion the following core principles:

- The safety and wellbeing of the children and young people we serve in every action taken by the Trust and its constituent members.
- A caring, community-centered ethos throughout the Trust, cherishing every individual child and young person.
- Excellence in academic terms but also in providing a broad education beyond qualifications – to be 'Outstanding' in all we do.
- We will ensure the effective use of resources for the benefit of all children and young people in the Trust.
- We are committed to every child and young person in the Trust; we celebrate diversity and will work to narrow any gaps in aspiration, achievement or attainment within our community.

About our Academies – City of Stoke on Trent Sixth Form College



The City of Stoke-on-Trent Sixth Form College is an Ofsted graded GOOD college. As the first purpose built Sixth Form College in the country, for over 50 years we have been delivering post-16 education to students. We have helped over 30,000 young people reach their potential by progressing onto universities, great jobs, and varied apprenticeships. With a wealth of experience, we are experts in the field of providing high quality education for all. The College's mission is 'A caring community, delivering excellence and inspiring futures.'

With over 60 courses available, this education goes well beyond success in qualifications, encompassing a wide range of clubs, societies, trips, work experience and extra-curricular experiences to inspire and develop the wider skills of every student. In a team of over 185 staff we are devoted to preparing over 1800 students to achieve more, making a meaningful impact on the world.

We are committed to constantly improving the quality of teaching, learning and assessment and inspiring our students to achieve more. In June 2023, Ofsted Inspectors graded the College 'Good' with several excellent features and praised staff and students for creating a supportive learning community.

Stoke-on-Trent is a unique city affectionately known as The Potteries with lots to see visit and explore. The College is located at the heart of Stoke on Trent, adjacent to Stoke Railway Station providing excellent travel links, we are in easy commuter distance, within up to an hours travel time from Birmingham, Nottingham, Manchester to name a few.

In September 2017, the college became the founding member of [The Potteries Educational Trust](#). Since then, we have continued to grow working with many educational institutions from Stoke-on-Trent, Staffordshire and beyond, improving outcomes for all children and young people in the region.

As a member of staff, you will be encouraged to develop your skills and experience by working in collaboration with members of our growing Trust and our extensive professional development programme.

Whatever the ambition and passion of our students, the City of Stoke-on-Trent Sixth Form College provides a welcoming learning environment for young people from Stoke-on-Trent and the surrounding area and has outstanding facilities to support their learning and progression. These include:

- A Digital Centre which includes the higher education hub and state-of-the-art computing labs.
- A technical and vocational hub to accommodate T Level provision in Science, Health, Education and Business/Finance.
- Shared usage of a specialist science Centre with university standard laboratories.
- High quality dance studio and performing spaces.
- Digital creative suites and art workshops.
- Sport and Leisure Facilities at Fenton Manor Sports Complex and Staffordshire University
- Refectory and coffee shop



What our young people and families say about us...

"You have been amazing working with us as a family to seek out support for our child and working with outside people to support."

"I was entranced by the art facilities at Sixth Form College, they are incredible and my number one priority. I quickly made friends and discovered that everyone in my classes were there because they loved the subjects – just like me!"

"Since joining the college I am more confident and happier because the college supports me and treats me like an adult."

"I chose the Sixth Form College because of the courses they offered when applying."

"Everyone at the college is so welcoming and the staff helped me to choose the best courses for me based on what I had taken in my previous high school, what I liked studying and my future career path."



About our Academies – Biddulph High School

Biddulph High school is an Ofsted graded GOOD school. Our most recent Ofsted report recognised the “strong safeguarding culture at the school.” In addition, “one pupil captured the views of many, describing the school as ‘one big family’ and “pupils feel happy and safe at school. They are considerate and thoughtful”. Ofsted also praised the leadership of the school: “Leaders have made sure that each pupil feels part of the school community. They have put pupils’ interests at the heart of what they do and are ambitious for what they can achieve”



Biddulph High School Academy converted to become an academy on Thursday 1 September 2011. The school is smaller than the average secondary school with around 800 students. A new Headteacher has been in post since January 2021. The school serves a local town community and is proud to work with schools in our local area in what is referred to as the Biddulph Pyramid. The ‘pyramid’ aims to ensure clear curriculum progression, a common language across the town to ensure consistent messages to parents and the community, and a sharing of training and expertise.

At Biddulph High School we take the responsibility of preparing young people for happiness and success in adult life extremely seriously. We understand that it is a rare privilege to educate children and a huge responsibility to provide them with the best all-round education. We care about the individual and pride ourselves in the warmth of a community in which all feel valued.

All of our students are entitled to the highest quality of education and provision. Our core value, of meeting the needs of the individual and building relationships, sits at the heart of everything that we do. We believe in ‘Quality First’ teaching and an outstanding classroom experience for all supported by high expectations of both work and conduct.

Additional benefits to Biddulph staff:

- Free use of Gym facilities.
- Free coffee and tea provided every break time. A staff kitchen and a well-equipped staffroom are available throughout the day.
- All staff are provided with a laptop.
- Termly staff breakfast.
- Regular organised staff social events.

The main benefit of working at Biddulph High School is our genuine commitment to the well-being of our whole community. Our behaviour policy has been created to provide clear support to all staff in managing behaviour consistently; we believe in providing time for CPD; we have staff and students who look after each other and an ethos of valuing every member of our community. We encourage staff to bring their own unique and individual skills to our school so that we can continue to grow and develop a rich and diverse community.



About our Academies – Moorside High School

Moorside high school is an Ofsted graded GOOD school. Our latest inspection in February 2024 recognised that we are an inclusive and welcoming school. In addition, staff know their pupils well and have high ambitions for them. Pupils are courteous and respectful to others.



Moorside High School is an extremely popular and over-subscribed comprehensive school in the Staffordshire Moorlands and part of the Potteries Educational Trust. The Trust is a vibrant Learning Community, working hard in the areas that we serve to maintain and develop excellent and innovative teaching and learning.

Our school is a warm and friendly place to learn, where, with the help and encouragement of our staff and with the support of their parents, pupils can develop the knowledge, skills and personal qualities that are needed to achieve success both now and in the future.

As a school we pride ourselves on our high standards which enables us to provide a first-class learning experience for all students. We have a calm and supportive environment which is characterised by respectful relationships between the teachers and students. There is a very clear focus on delivering high academic standards for all students and we encourage all students to strive to reach their full potential. Moorside is a fantastic school, our students are our greatest asset and staff our greatest resource.

At Moorside, we are all about excellence! We inspire our students to achieve beyond the limits they thought possible. With a strong focus on academic achievement, we offer opportunities that empower our students to succeed. We set ambitious goals to surpass expectations and excel beyond imagination. Our curriculum goes beyond the classroom. We develop skills such as critical thinking, creativity, resilience, and adaptability to enable students to succeed. Students engage in a range of enrichment opportunities that challenge and inspire.

Additional benefits to Moorside staff:

- Complimentary coffee and tea provided throughout the day for all staff
- Complimentary brunch on Inset days.
- Regular treat days at break time i.e., Pastry Tuesday, Donut Friday
- One discretionary day per term to assist with child care and other such emergencies
- Dedicated leadership time for all leadership roles
- A working environment which supports wellbeing
- Complimentary meal when leading an extra-curricular club
- Complimentary Christmas dinner for all staff
- Guaranteed minimum 10% PPA time every week
- End of term staff events



About our Academies - Werrington Primary School

Werrington Primary School is an Ofsted graded GOOD school. Werrington prides itself on providing a happy, safe, secure and supportive learning environment. At the centre of our ethos is the belief that our children should enjoy their school experience while achieving their full potential.

Staff retention is high and we are proud that we are able to recruit and retain the very best educators.

We are a larger than average, 2 form-entry primary school with children aged from 3-11 years old. Our school has a purpose built 52 place, full time nursery.

A dynamic, committed and cohesive staff team work to ensure that teaching and learning meets the needs of children as individuals. Staff members are well supported by leaders and there are clear systems and structures for all aspects of the school's work. Governors support the work of the school in a range of ways; they work with the leadership team to scrutinise, challenge and hold all to account so that there is a clear strategic direction for the school.

Our school recognises it has a low number of pupils from an ethnic minority background and so we ensure our curriculum and the wider opportunities provided to pupils supports them to learn about other cultures both in the local area and further afield. Each child at our school is treated as an individual, allowing room for particular talents and skills to flourish, as well as encouraging confidence and success in areas they find challenging to accomplish.

Additional benefits to Werrington staff:

- In recognition of staff's commitment to the wider aspects of school life, 'Gift days' are available to be taken (1.5 days per year, pro-rata)
- Dedicated leadership time for all leadership roles
- Workload reduction charter and our commitment to reduce workload
- Reflective teaching practices focused on research
- Access to a staff wellbeing library and well stocked professional development library
- A working environment which supports wellbeing, including access to a mental health first Aider
- Complimentary meal when leading an extra-curricular club
- Complimentary Christmas dinner for all staff
- A communication policy to protect home life
- Opportunities to 'innovate'
- Guaranteed minimum 10% PPA time every week
- Free 'branded' staff uniform
- Opportunities to socialise with colleagues e.g. Coffee Tuesdays, end of term meals, wreath making, end of term 'do'



Our Employee Benefits

- The Trust offers a Pension Scheme for all our employees to access in order to help plan for their retirements.
- We are committed to offering flexible employment opportunities enabling staff to strike a sensible balance between home and work life. Wherever possible, we are open to discussing a range of flexible working options including reduced/compressed hours; remote working; flexible start and finish times.
- We offer a robust and supportive induction, peer support and a comprehensive programme of professional development, we pride ourselves on the achievements of our colleagues as professional members of our community. We offer dedicated training days for all staff and support employees in attending external courses and gaining professional qualifications where permissible.
- Employees are entitled to register for our cycle to work and tech schemes, where you are able to purchase bikes and the latest IT equipment and mobile phones with convenient monthly payments automatically deducted from your salary. Make NI savings and spread the cost over a period of 12 months.
- We have an employee assistance programme which is available to all staff and immediate family members. As part of this, employees have access to our health and wellbeing portal, provided by Health Assured, which includes free face to face counselling and telephone support for a whole variety of issues, worries and concerns.
- The Trust offers Occupational Maternity, Paternity and Adoption Schemes where you may be entitled to enhanced occupational leave and pay.
- Access to a qualified coach.
- All staff are provided with a laptop.
- Supervision for all safeguarding, wellbeing and SEND roles.
- The Trust offers generous annual leave entitlement to all whole year Support Staff with a minimum of 22 days to a maximum of 33 days plus 3-5 local days at Christmas and 8 bank holidays. All entitlements are pro-rata for part time positions.
- Free eye tests and discount vouchers available to use at Specsavers.
- Free annual flu vaccinations for any staff requesting it.
- Free on-site parking across all of our Academies.
- Each academy has an on-site Canteen together with various areas where you can sit and enjoy your breaks and host visitor/team meetings etc.



health assured

Advert

The Potteries Educational Trust is a growing Multi Academy Trust, working collaboratively with educational institutions from across Stoke on Trent, Staffordshire and beyond, seeking to improve outcomes for all children and young people in the region. The Trust is a vibrant Learning Community working to maintain and develop excellent and innovative teaching and learning. The Trust seeks to deliver high quality parental engagement, pastoral support and the pooling of resources and expertise to achieve an Outstanding learning experience and outcomes for all our children and young people. Institutions work together to foster high quality academic and pastoral support, utilising the best elements of educational research in moving existing strong practice to outstanding in every sense.

The City of Stoke on Trent Sixth Form College is a thriving, lively and successful Sixth Form College, at the heart of the University Quarter in Stoke on Trent. We have fantastic opportunities for innovative, ambitious and committed individuals to join our college at a time of exciting curriculum initiatives and developments. The successful applicants will join the college at a time of growth and opportunity.

We are seeking an inspirational and dynamic Deputy Principal to join our successful and inclusive sixth form in Stoke on Trent, Staffordshire.

We need an exceptional leader who:

- Will ensure that the wellbeing and success of our students is at the heart of every decision
- Has sound strategic sense and a deep commitment to educational improvement, quality assurance, excellence and innovation
- Has the ability to motivate and empower the talented staff they will manage
- Is passionate about working in a diverse and inclusive college and can embrace and promote both the college and Trust' vision and values
- Is committed to working as part of a family of academies within the Trust.

We can offer you:

- A unique opportunity to be a member of the college's senior management team and deputise for the Principal.
- Students who are eager to learn, well behaved and very proud to be part of our college community
- A culture of high expectations for our students and staff
- An appetite for innovation and continuous improvement
- Dedicated and supportive senior leadership team colleagues
- Purpose-built, state of the art learning facilities
- A supportive and committed Local Governing Body

You will be joining a flourishing academy with strong student outcomes, fantastic enrichment and development opportunities, an innovative and creative teaching and learning culture whilst providing excellent student support and personal development for all our students.

The Trust is committed to Equal Opportunities and welcomes applications from all sections of the community.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In line with Keeping Children Safe in Education, an online search will be conducted as part of our due diligence checks on all short-listed candidates. An enhanced DBS Disclosure will be required prior to taking up an appointment with the Trust.

Please note that if we receive a high volume of applications, we reserve the right to close any vacancies from further applications. Please ensure you apply without delay if you wish to be considered for this role.

Job Description

Deputy Principal

Grade: SFC Leadership Spine L20 – L24 (£86,313 - £94,900)

Location: Stoke on Trent Sixth Form College – Stoke on Trent

Reports to: Principal

This job description outlines key areas of responsibility and does not cover every detail of this rewarding role. The postholder may be required to undertake other duties appropriate to and commensurate with the level of the role as reasonably delegated by the Principal.

Role Summary

The Deputy Principal will work closely with the Principal, MAT Executive Team and the College Senior Management team to drive our development culture and deliver our mission of “to create a caring community that delivers excellence and inspires futures”

Under the direction of the Principal, the Deputy Principal will:

- Develop and challenge our senior and middle leaders, creating highly effective teams that ensure we are creating a culture where our students can develop the attributes to help them thrive.
- Lead in the monitoring, evaluation, and quality assurance of our provision to ensure our student receive the very best post-16 educational opportunities and be responsible for the delivery of the college’s quality assurance framework
- Be the Designated Safeguarding Lead for the college working closely with the college’s safeguarding team and the Trusts Safeguarding Lead.
- Deputise for the Principal and play a key role as part of the senior management team (SMT).

Other specific duties and areas of direct leadership and responsibility to be confirmed with post holder once appointed, based on the successful applicant’s skills and best fit with other members of the SMT.

Duties and Responsibilities

College Culture and Behaviour

- Work alongside the senior leadership team and other staff members to create a culture where mutual respect, dignity, integrity, care and compassion are prevalent across the College community
- Encourage high standards of behaviour and use consistent and fair approaches to managing behaviour, in line with the College’s Student Performance Management policy
- Ensure that the Academy remains an inclusive, student-centred organisation and an effective learning organisation which prepares all academy users for their next phase of education and life.

Leadership, Governance & Accountability

- Collaborate with the CEO, Principal and Local Governing Body to develop a clear vision and strategic plan for the future of the Academy, aligned to the Trust’s overall vision and values
- Support in ensuring that the Academy adheres to the vision in this plan through regular engagement with the CEO and collaboration with colleagues from across the Trust
- Develop a clear Academy Improvement Plan for the future of the College, aligned to the College and Trust’s overall vision and values
- Demonstrate commitment to the personal growth and development of staff and young people at all levels, enabling them to develop the skills necessary to achieve outstanding outcomes

- Establish and oversee systems, processes and policies that enable the Academy to operate effectively and efficiently
- Develop and sustain an ethos and culture where equality of opportunity and fairness are prevalent
- Develop and sustain an ethos and culture of high aspirations and excellence
- Ensure the Academy's ethos and strategic direction is in line with the values and vision of the Potteries Educational Trust (PET)
- Build and maintain excellent relationships with other academies in the Trust, the LGB and the board of trustees
- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the college effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Ensure staff and students safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff with due attention to workload, promoting positive, integrated and harmonious working relationships within the Academy, supporting the Trust in our ambition of becoming an employer of choice
- Contribute to the development and implementation of appropriate risk management policies and practices
- Allocate financial resources appropriately, efficiently and support the development and implementation of student recruitment and retention strategies to ensure the Academy is financially sustainable
- Identify problems and barriers to college effectiveness, and develop strategies for college improvement that are realistic, timely and suited to the college's context
- Ensure that improvement strategies are effectively implemented
- Have direct line management responsibilities for staff members, including senior leaders, as appropriate
- Act in accordance with policies and legislation affecting the conduct of the Academy, including health and safety, equality, data protection and employment

Teaching, curriculum and assessment

- Develop and use an evidence-based approach to monitor, intervene and achieve the agreed strategic aims and objectives, ensuring that the Academy delivers high quality learning opportunities that enable students to make excellent progress and reach high levels of achievement
- Ensure the curriculum is broad, flexible, inspiring and motivating, and provides the knowledge, skills and attributes young people need to succeed and to progress successfully through and from the academy
- Ensure valid, reliable and proportionate approaches are used when assessing students' performance and knowledge and understanding of the curriculum
- Ensure effective curriculum leadership, developing leaders with high levels of relevant expertise and access to professional networks and communities
- Ensure and sustain high-quality, expert teaching across all subjects
- Ensure the academy has in place rigorous and robust quality assurance processes which use data and evidence for educational improvement and meet the requirements of external agencies, for example Ofsted, DFE or JCQ

Pastoral, High Needs & Safeguarding

- Ensure the safety and wellbeing of students through effective approaches to safeguarding and health, safety and welfare
- Understand and promote the importance of mental health and wellbeing
- Work with and manage student services teams to ensure the academy holds ambitious expectations for all students, including those with safeguarding, mental health, wellbeing, SEND and other additional needs

- Ensure the academy works effectively in partnership with students, parents and professionals to identify the additional needs of students, and ensure support and adaptations are provided where appropriate
- Ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
- Ensure the academy's policies and procedures for safeguarding children and vulnerable adults and associated procedures are understood and effective in keeping students safe
- Be the designated safeguarding lead (DSL) and take operational responsibility and implementation of procedures
- Be committed to the principles of safeguarding and to promoting the welfare and wellbeing of children and young people

Professional development

- Work with the Principal to ensure that staff are properly qualified, trained and encouraged to secure the best possible outcomes for students, providing access to appropriate, high standard professional development opportunities for all staff members.
- Alongside the Principal, identify talent and support the development of leadership and management skills within the academy to support longer term succession plans.
- Proactively seek to develop your knowledge, skills and expertise as a leader, keeping up to date with developments in education.

Partnerships and Stakeholder Engagement

- Be an outstanding advocate for the Academy and the Trust, promoting and representing them at local, regional, and national level for the benefit of the wider Trust community.
- To ensure that the Academy is seen as a key player in Stoke on Trent and that it plays a leading role in developing young people from local communities
- Develop and maintain positive and effective working relationships with all external stakeholders, including local headteachers, local employers, and other external organisations
- Promote positive and effective working partnerships with the local community, other educational establishments, professional bodies and government departments

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are subject to an enhanced DBS Disclosure prior to taking up an appointment with the Trust.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Qualified Teacher Status or relevant teaching qualification	✓	
Relevant leadership or management qualification		✓
Recent Safeguarding and Safer Recruitment Training		✓
Knowledge, Experience, Skills & Qualities		
A strong understanding and passion about post 16 education and what the Sixth Form College sector can achieve	✓	
Successful senior leadership & management experience in relevant educational institution	✓	
Experience of improving provision through building a culture of mutual trust and intrinsic motivation, collective intelligence and accountability	✓	
Proven success in leading and motivating people to high quality outcomes	✓	
Experience of delivering successful quality assurance and improvement strategies which has raised quality of provision and outcomes for students	✓	
Understanding of high-quality teaching based on experience, and the ability to model this for others and support others to improve	✓	
Previous experience of undertaking the role of Designated Safeguarding Lead in a relevant educational institution		✓
Understanding of 16-19 academy finances and financial management	✓	
Ability to communicate a vision and inspire others	✓	
Ability to build effective working relationships	✓	
Demonstrable commitment to excellence, for self and others, and a passion for all to achieve to their absolute potential	✓	
Compassionate and inspirational leadership style, with the ability to command the respect of, and to enthuse, motivate and inspire others	✓	
Excellent communication skills. Written, verbal and IT	✓	
Clear understanding of the need for accurate data generation, analysis and intervention in the educational setting	✓	
Ability to work under pressure and priorities own workload effectively	✓	
Commitment to uphold the 7 principles of public life (the Nolan Principles) at all times	✓	
Commitment to safeguarding and equality for all staff and students, ensuring that personal beliefs are not expressed in ways that exploit the position	✓	
Commitment to maintaining confidentiality at all times	✓	
Demonstrate commitment to continuous professional development of self and others	✓	
Problem-solving abilities	✓	