

Core role description

The Principal will:

- embody the values and ethos of RSFC and the Trust and work tirelessly for the benefit of students in the college's care
- be a visible and compassionate leader for staff, students, parents/carers and the local community
- create a shared vision and strategic plan that inspires and motivates students, staff, parents and all other members of the college community
- demonstrate and articulate high expectations and set challenging targets for staff and students
- plan and effectively implement strategies to continue to improve the quality of teaching and learning at the college
- empower students to be active participants in their learning and to take personal responsibility for improving their life chances through their educational experience
- work with educational colleagues in the borough and the Trust to support the intelligent sequencing of education from early years to 18
- be outward facing, and work effectively with educational and non-educational partners outside the Trust
- ensure all parents/carers are supported and encouraged to be fully engaged in their children's learning.

Strategic direction and shaping the future

The principal will:

- advise the local governing body on the educational character and mission of the college
- promote the college and the Trust with stakeholders, partner schools, parents, and the wider community
- maintain the culture, ethos and educational vision necessary to ensure the fulfilment of the college's mission
- effectively monitor and evaluate the college in all aspects of its performance
- ensure that policies are compliant, regularly reviewed and effectively implemented
- ensure that the college and Altus Education Partnership meet their statutory requirements
- engage constructively with the Local Authority and other partners in ensuring high-quality education.

Curriculum and academic development

The principal will:

- determine and develop the college's curriculum offer and academic provision
- work effectively with local partner schools to support the sequencing of the curriculum between the phases
- maintain and develop an environment which promotes and secures outstanding teaching, effective learning and high standards of achievement
- determine and ensure appropriate systems of pastoral support for all students are in place
- maintain and develop robust systems for quality assurance in order to bring about continuous improvement in the college
- ensure that the college complies with requirements of statutory bodies.

Leading and managing staff

The principal will:

- provide effective visionary leadership which inspires, supports, challenges, motivates and develops all staff
- review regularly the management and staffing structure and bring to the Trust any recommendations for change
- oversee and implement procedures for the recruitment, selection, appointment, grading, performance management and discipline of all staff
- facilitate the continuous professional development of all staff
- develop and promote excellent management practice, positive staff participation, effective communication, and clear procedures
- have direct line management responsibilities for senior leadership team colleagues and other members of staff as appropriate
- support the effective and efficient working relationships between the college and the Trust
- act as an advocate for the Trust.

Physical, financial and human resource management

The principal will:

- assist the Trust in the application of good corporate governance
- ensure the college's staff are deployed efficiently and effectively
- support the Trust in managing and overseeing the development of the property strategy
- manage the resources within the budget approved by the Trust Board, ensuring that public funds are deployed effectively
- Maintain and oversee safeguarding, health & safety and security policies, strategies and mechanisms which meet legislative requirements, and provide a welcoming and safe environment for all.

Accountability and communication

- The formal line of accountability is to the Trust CEO.
- The principal must also communicate effectively with:
 - statutory bodies e.g. DfE, ESFA (and successor bodies)
 - parents/carers
 - partner and other schools
 - local authorities and local employers
 - other professional bodies and agencies

Other Duties

The principal will undertake such other duties as the CEO or Trust Board may, from time to time, determine to ensure the continued mission, viability and progress of the college.

Person Specification

	Measured by: A - Application I - Interview R - Reference	Essential or Desirable
Qualifications, background and experience		
Degree or equivalent	A, R	E
Evidence of further professional study and qualifications	A, R	D
Significant record of quantified successful experience in a sixth form college, OR an 11-16 an 11-18 school, OR in post-16 (FE) education	A, I, R	E
At least 3 years' recent senior management experience in a college or a school	A, I, R	E
A demonstrable track record of strategic and innovative thinking and translating this into effective outputs	A, I, R	E
Recent successful experience of working with governing bodies and external agencies	A, I, R	E
Experience of effective budget and resource management	A, I, R	D
An experienced practitioner with a proven understanding of teaching and learning and the changing demands of the curriculum for the 16-19 age range	A, I, R	E
Experience of leading teaching, learning and quality as well as professional systems by example	A, I, R	E
Experience of driving curriculum and educational provision that is demanding and inclusive	A, I, R	E
Experience of analysing and using data to establish benchmarks and set challenging targets for improvement	A, I, R	E
Experience and knowledge of student welfare, and safeguarding including emotional and social development as well as the Prevent strategy	A, I, R	E
Legal Requirements		
Enhanced DBS clearance (to follow an initial offer of employment)	DBS Check	E
Ability to meet the requirements of the Asylum and Immigration Act (to be legally employed to work in the UK)	Pre-Employment Check	E

Skills, Abilities and Knowledge		
Ability to lead, manage, motivate and inspire staff to achieve the highest levels of performance	I	E
Ability to create strategic vision and lead the college into the next phase of its development	I, R	E
Ability to communicate, consult and negotiate effectively on a wide range of issues with different stakeholders at national and local authority/local level	I, R	E
Ability to lead organisational development in a complex, large institution	I	E
Knowledge of current developments in pre- and post- 16 education, including funding, organisation, curriculum and governance	A,I,R	E