



Post Title	Deputy Principal
School / Organisation	Krishna Avanti Primary School
Location	Leicester
Grade	L6
Hours	32.5 Hours per week
Contract Type	Fixed-term until August 2026
	Year-round
Reports to	Head of Primary
Preferred Start Date	August 2025

MAIN PURPOSES OF THE JOB

The Deputy Principal works in partnership with the Principal and other leaders to create and maintain a positive, enthusiastic and challenging learning environment, dedicated to the well-being of pupils, resulting in excellent progress, high attainment and a positive learning climate for all.

The Deputy Principal will have significant leadership and management responsibilities, make a significant contribution to the formation and implementation of values and policies and will demonstrate the capacity and expertise necessary to lead and manage any of a wide range of aspects of school life.

The Deputy Principal will meet the appropriate requirements of the School Teachers' Pay and Conditions document and the DfE Standards.

RESPONSIBILITIES OF THE JOB

Attainment: Have a significant impact on pupil attainment

- Promote high expectations throughout the school
- Monitor and evaluate progress (with other members of the Senior Leadership Team) made by individuals, groups, classes, year groups and the whole school
- Ensure that challenging short and long-term targets are in place for individuals, groups, classes, phase groups and the whole school
- Work effectively and cooperatively with outside agencies that support and challenge standards of attainment
- Support an approach to learning that promotes children in being active and responsible learners: excited, involved and motivated
- Take part in school-based induction, relevant training and development, and assessment of performance in accordance with school policy and practice.
- Maintain personal continuous professional development and share this learning with colleagues

Leading Teaching: Working with the Principal and Senior Leadership team to develop an outstanding teaching and support team

- Be an exemplary and outstanding teacher in the classroom
- Set high expectation for all teachers and support staff
- Work with the Senior Leadership team, Extended Leadership team to set appropriate targets
- Monitor and evaluate the standard of teaching and its effectiveness in securing individual and school targets, identifying and organising professional development and training needs as required
- Enhance standards of teaching through positive feedback and the commitment to a consistent approach to the development of pedagogy
- Work with the Principal to recruit and develop the best available staff and deploy them effectively



- Undertake the line management of designated staff, to include performance management in accordance with the school's performance management framework for teaching and support staff, in order to raise standards, develop staff expertise and support individual career aspirations

Provision: Develop an outstanding curriculum and learning environment

- Expert knowledge of the National Curriculum, FFT, RAISE ONLINE, DATA
- Lead a subject, if required, in which children achieve high standards, are motivated and excited by their learning
- Work with the whole staff team to develop a creative, relevant and ambitious curriculum that meets the immediate and long-term learning needs of the children
- Share the whole school responsibility to ensure a positive ethos, with high expectations for good behaviour
- Maintain and develop further the highly inclusive ethos and practice of Avanti Schools Trust
- Work with other members of the SLT and ELT to deliver an exciting and interactive learning environment
- Create and maintain excellent learning relationships with children and positive professional relationships with colleagues
- Create positive relationships with members of the local community
- Support parents to support and challenge their children in order to raise aspirations and enhance attainment
- Draft policies that meet the overall vision, values and priorities of the school, as agreed by the Governing Body, selecting objectives that result in successful implementation

Accountability

- Accept personal and team accountability; reporting accurately, openly and honestly to the SLT, Governing Body, the Avanti Schools Trust and Ofsted
- Support the Principal in meeting responsibilities; prepare reports and collate evidence, support the drafting of self-evaluation documents, devise objectives and evaluate progress towards those objectives
- Evaluate the effectiveness of policies and report findings to the Principal and Governing Body
- Secure best value and manage designated budgets, efficiently and effectively by careful selection and use of physical resources in accordance with the financial regulations of the school

Partnership - Secure the best for the children

- Further develop the reputation of the school in the local and wider community
- Foster partnership with schools in the locality and wider community in order to undertake joint professional development for the benefit of children, staff and governors

Shaping the future

- Work with the Principal, Governing Body, Avanti Trust, colleagues and parents to review the values and vision for the school
- Ensure that the vision for the school is clearly communicated and lived out by all members of the community day by day, taking action to ensure successful implementation where needed

Safeguarding - Lead pupils to a safe and happy lifestyle

- Share and support the corporate responsibility for the wellbeing, safety and discipline of all children in accordance with the values, culture, ethos, equal opportunities and inclusion policies of the school proactively promoting anti-racist, anti-sexist and anti-discriminatory behaviours
- Ensure that all child protection / safety policies and procedures adopted by the Governing Body are fully implemented by all staff, visitors and volunteers
- Follow adopted procedures for reporting concerns about any child's wellbeing
- Maintain the safety of children and staff by ensuring appropriate action is taken to identify, analyse, minimise and manage any risks to health, safety and security in the working environment and in off-site school activities

Overall

- In the absence of the Principal, if required assume the role and responsibilities of the Principal
- Accept any other delegated responsibilities or tasks that might be reasonably required of the Deputy Principal by the Principal or Avanti Trust.



PERSON SPECIFICATION

Criteria		Requirement	
		<i>Essential</i>	<i>Desirable</i>
1.	Qualified Teaching Status	X	
2.	Proven experience in a leadership role within a primary school or similar educational context	X	
3.	Strong understanding of curriculum development, teaching methodologies, and assessment practices	X	
4.	Excellent communication, interpersonal, and organisational skills	X	
5.	Ability to inspire, motivate, and lead a diverse group of students and staff	X	
6.	A passion for student well-being, academic success, and holistic development	X	
7.	Experience in managing staff and supporting their professional development		
8.	Managing a range of diverse resources for best learner outcomes	X	
9.	Experience in building effective relationships with staff, parents and carers, governors, and the wider school community	X	
10.	Knowledge of how the needs of all students can be met through high-quality teaching	X	
11.	Knowledge of up-to-date pedagogy and research	X	
12.	Creative thinking, problem-solving and identifying opportunities	X	
13.	Skills to develop and implement strategy	X	
14.	Ability to innovate, manage and respond to change	X	
15.	In-depth knowledge and understanding of wider educational social issues	X	
16.	Strong analytical and decision-making skills	X	
17.	Inspirational leader and manager	X	
18.	Self-motivated, resilient and proactive	X	
19.	Synergy with the school's traditions, ethos and values	X	
20.	Commitment to the safeguarding and welfare of all students	X	
21.	A postgraduate degree in education or a relevant field		X

FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - <https://avanti.org.uk/wp-content/uploads/2024/09/Child-Protection-and-Safeguarding-Policy.Summer-24-2.pdf>