

Job Description

Post: Director of Culture

Purpose

To challenge educational and social disadvantage in the North.

Duties and Responsibilities

- Live our mission, values and drivers every day.
- Lead on aspects of culture, behaviour and attendance safeguarding at the academy.
- Lead on the daily student experience for the academy ensuring all students have the right environment to learn and that barriers are removed.
- Strategically lead decision-making with senior leaders on culture by analysing and reporting on cultural metrics.
- Work to safeguard and protect students in collaboration with other agencies as appropriate and ensure all aspects of our child protection procedures are robust and highly effective.
- Constantly role-model our warm-strict approach to managing behaviour, upholding the highest expectations for our daily routines and practices.
- Work to include the most vulnerable and ensure their needs are met, while taking an uncompromising approach to high expectations, ensuring fairness for all.
- Ensure that the academy's systems and processes for managing behaviour and attendance are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Develop excellent working relationships with the community and parents.
- Lead and manage successful transitions between learning phases.
- Promote an aspirational culture which motivates everyone to work collaboratively and share knowledge and delivers exceptional outcomes.
- Support the exceptional progress and well-being of any individual or group of students.
- Be a highly visible, consistent and supportive presence in and around the academy; serve the staff and students.
- Ensure that identification of need and barriers is both regular and thorough and that full records of assessment and intervention strategies are kept.
- Contribute to the evaluation of the academy's performance and identify next steps.
- Manage own workload and that of others.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Participate in, and lead, coaching and work in effective partnership with other leaders in our trust.
- Engage fully in our trust's professional growth process to fulfil personal potential and be able to participate effectively in the implementation of our academy's strategic big moves.
- Attend and lead meetings / training and carry out administrative tasks and duties as specified on our academy calendar.
- Consistently implement all trust policies and contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a designated safeguarding lead.
- Carry out any other reasonable duties as requested by your line manager.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.