

A photograph of two men in a workshop setting. On the left, an older man with grey hair and a mustache, wearing a light blue button-down shirt and a pink lanyard, is looking towards the younger man. On the right, a younger man with short brown hair, wearing a dark blue long-sleeved shirt, is looking back at the older man. The background shows workshop equipment and posters. A large teal triangle is overlaid on the left side of the image, containing the text 'DEPUTY PRINCIPAL OUTSTANDING LEADERSHIP STANDARDS'. Another smaller teal triangle is overlaid on the right side of the image.

DEPUTY PRINCIPAL OUTSTANDING LEADERSHIP STANDARDS

Leading Excellence in Learning

DEPUTY PRINCIPAL OUTSTANDING LEADERSHIP STANDARDS

	Deputy Principal JD	Standards
LEADERS OF EDUCATION	1. To have senior responsibility for the curriculum offer across a range of areas that delivers relevant and cost-effective programmes in line with the Curriculum Blueprint, that attract and delivers high quality education to students leading to successful progression, destinations and outcomes.	1. Collaborate with Senior Leaders to develop a vision that stimulates strategic partnerships enabling technical education to provide outstanding opportunities for students.
		2. Enthuse, support and challenge leaders, using the Outstanding Programme Standards, to pioneer and deliver highly attractive, relevant and coherent curriculum provision that inspires social inclusion with clear pathways onto university or employment.
	2. To support the College Principal to implement a rigorous process of self-assessment at programme, department and college level that critically evaluates the quality of provision and lead on the educational improvement plans.	3. Strategically lead the Quality and Performance Cycle ensuring exceptional planning and self-assessment is rigorously implemented at Department and Programme level, and the quality of education is evaluated with sound judgements to drive educational standards.
		4. Foster an ethos of reflective practice and self-evaluation to enable middle managers individually and collectively to engage in regular self-evaluation to coherently work towards department and college improvement plans.
	3. To have senior responsibility of the college teaching, learning and assessment strategies, staff development, and promoting inclusive and inspiring delivery.	5. Pioneer and implement a Teaching, Learning and Assessment Strategy with a complimentary development programme that enables departments and staff to drive standards of delivery, innovate and develop practice, and to create exceptional learning opportunities for students.
	4. To undertake teaching where required.	6. Role model outstanding levels of Teaching, Learning and Assessment and provide innovative ideas to continuously improve practices and celebrate innovation across the college.
	5. To have senior responsibility of the college additional learning support strategy to ensure resources are deployed effectively to maximise student learning progress. *	7. Collaborate with senior and specialist staff to develop, inspire and implement an Additional Learning Support Strategy to deploy high quality skills for all students enabling exceptional inclusive learning experiences to become confident and independent.

(*where delegated to lead a responsibility of the portfolio)

	6. To ensure all students are safeguarded and appropriate actions taken to identify and respond to learner's welfare concerns in line with college policies and procedures. *	8. Foster a culture of trust and empowerment by leading a range of carefully planned, relevant and age-appropriate inclusive wider curriculum activities, enabling all students to feel safe and supported, tackle fears and concerns, demonstrate respect for each other, and be prepared for the future society.
		9. Maintain exceptionally high awareness and knowledge of changes to safeguarding legislation, engagement with relevant external agencies and partners, and statutory requirements in FE and ensure staff are provided with the information, training and tools required to effectively guide students through their learning and be prepared to be safe in adult life.
	7. To ensure engagement of students in College enrichment activities programme promotes personal, spiritual, moral, social and cultural development to prepare them to progress into adult life. *	10. Tailor inspirational engagement programmes effectively utilising resources to promote opportunities for students to explore interests, participate in a range of enrichment activities, build confidence and resilience, ignite digital readiness, and enable social responsibility, to prepare for modern day society.
LEADERS OF PEOPLE	8. To deputise for the College Principal as required ensuring the College strategic direction, education provision, ethos and values strives to the very highest standards.	11. Lead an ethos of exceptionally high learning and industry standards alongside the EKC Group values to all stakeholders, including students, staff, employers, parents, schools and community partners.
	9. To ensure leaders, managers and staff have the support and development to excel in their roles through monthly My Progress Reviews and the opportunity to engage in Staff development and well-being activities, including mandatory training.	12. Enthuse and lead a culture of professional development building sustainable outstanding practices, supporting personal and career ambitions, through the Head of Department Outstanding Leadership Standards.
	10. To ensure leaders, managers and staff have the tools to perform to the highest standards and are accountable for the performance of their department and success of their students.	13. Tailor the development of leaderships skills using the Head of Department Outstanding Leadership Standards and guide individualised professional development on the education, people and business requirements of the EKC Group ensuring the student experience is no less than exceptional by effective implementation of My Progress Reviews.
	11. To take senior leadership responsibilities in the appointment of department staff following the associated recruitment policies and processes and ensure they are fully supported through the staff induction period as well as throughout their roles.	14. Strategically recruit leaders considering the leadership traits that align to EKC Core Values, the future skills requirements of the industry, and the skills set that compliments ambitious and inclusive curriculum design and delivery, providing exceptional opportunities for students.
		15. Foster a culture of continuous professional development to all new staff with a development programme that enables staff in all sectors and departments to thrive and become exceptional role models in their respective field.

(*where delegated to lead a responsibility of the portfolio)

LEADERS OF BUSINESS	12. To be responsible for designated budget accounts and oversee and support managers with the effective management of resource deployment.	16. Strategically balance and consider the student experience, overall college financial priorities and effective deployment strategies to support leaders and managers innovatively utilise resources to provide outstanding student opportunities.
	13. To work with Group and Wider Services of the College and Group, such as HR, Finance, Technology, Business Systems, Education Services and Estates to benefit students.	17. Collaborate, problem solve and develop highly effective planning and working practices with Group Services to ensure students benefit from the very best resources, facilities, support, and can access learning opportunities to support next steps.
	14. To work in conjunction with other Senior Staff to lead on designated strategic priorities of the college, presenting and assuring Governors, and implementing best practice across the EKC Group.	18. Actively contribute, lead and collaborate with senior staff in other colleges and business units both internally and externally to EKC Group in organisational developments, to bring forward good practice and strategies to be considered to benefit all students.
		19. Demonstrate exceptional leadership delivery of the college quality standards and strategic objectives to Local Board Members and Full Governing Body Members demonstrating the college alignment and impact towards the EKC Group Strategic plan and priorities for students.
	15. To contribute to leading the strategic direction of the college with stakeholders to benefit students and the future of the college.	20. Promote and engage with strategic stakeholders at various forums through the enhancement of project collaboration, building opportunities for students, pioneering curriculum developments, and supporting our community priorities enabling the college to be placed at the heart of the communities we serve.



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