



St John
Bosco
College

Associate
Senior Leader
Candidate
Pack

St John Bosco College

St John Bosco College is a Voluntary Aided, 11-18 mixed Catholic comprehensive school, which opened in September 2011 following the merger of two Wandsworth secondary schools on a site in Putney, under the joint trusteeship of the Salesians of Don Bosco and the Archdiocese of Southwark. In October 2015 the school moved to a new, state of the art building in Battersea.

The school has a wide catchment, including Catholic families from both Westminster and Southwark dioceses as well as families from other religious traditions and none. Students attending the school come from over 60 different primary schools and there are currently 540 students on roll, with capacity to significantly increase this number. The roll is now growing demonstrating improving popularity.

The school's distinctive Catholic ethos is based on the traditions of the Salesian teaching order, where each student is encouraged to become a good Christian, an honest citizen, who is known by name and able to earn a living. The commitment to a broad and balanced curriculum centred on the best for the child is reflected both in the curriculum model and also the investment in specialist facilities (such as Design Technology, ASD base) by the Trustees and Governors.

The school is a diverse, harmonious community in which student voice is strongly encouraged. Boys make up 65% of students attending the school. Over 60% of students have English as an additional language (EAL) and over 43 different languages are spoken at home. The school has an above average number of children who have arrived in the country recently and great efforts are made for them to settle quickly and ensure they feel welcomed.

The percentage of students from ethnic minorities at 90% is well above the national average of 28% and the proportion of disadvantaged children is 46% compared to a national figure of 28%. The prior attainment of students on entry to the school is well below the local and national averages. Since the school opened in 2011 the ability of students on entry, every year except one, has been significantly below average. The school has 21% of students with SEN.



Job Profile: Associate Senior Leader

Purpose: To serve the mission of St John Bosco College by leading key curriculum areas to ensure that all our students benefit from the highest quality Catholic education and achieve the best possible outcomes.

Salary: Leadership range 6 - 11

Responsible to: Deputy Headteacher

1. General Responsibilities

In addition to the duties laid out in the latest edition of the School Teachers Pay and Conditions Document the Associate Senior Leader will be responsible for:

- Be a member of the Leadership Team, thus leading the monitoring, evaluation and development of all aspects of school life and deputise for other SLT members when required
- Monitor, evaluate and develop the quality of learning and teaching throughout the school
- Develop the skills of middle leaders, teachers and support staff
- Work with the Headteacher and Governors to develop, implement and evaluate a strategic vision for the school and help to secure the objectives of the School Development Plan
- Share general aspects of whole school management (e.g. staff appointments, staff development activities, communicating with staff and parents, organising events)
- Lead and secure success by ensuring the effective implication of school policy
- Provide a significant presence around the College at all times throughout the day
- Represent the school to external stakeholders as and when required
- Undertake any other duties at the direction of the Headteacher

2. Achievement & Standards in the your key subject areas

- Secure excellent academic progress and outcomes for all students at St John Bosco College in the subject areas that you line manage
- Line manage the Heads of Department in the your key subject areas, hold them to account, support them in their work and develop them professionally
- Monitor and evaluate all streams of data and implement subsequent action plans
- Ensure that the College has a rigorous system of self-evaluation and is prepared for external scrutiny of your key subject areas
- Work with other ASLs to ensure that improvements in Teaching and Learning and Outcomes support each other across the curriculum in order to ensure a cohesive and consistent quality of curriculum and learning across the college

3. Learning & Teaching in the your key subject areas

- Monitor, evaluate and develop learning and teaching in the subject areas that you line manage your key subject areas to secure continuous improvement and ensure that the quality of teaching is consistently excellent
- Support and challenge staff to teach better lessons in your key subject areas
- Monitor, evaluate and develop the professional development of staff in your key subject areas with reference to teaching
- Monitor, evaluate and develop the provision for Gifted & Talented students in your key subject areas

4. Curriculum development in the your key subject areas

- Monitor, evaluate and develop the curriculum in the your key subject areas
- Support the Deputy Head with curriculum and staff planning in your key subject areas
- Implement, evaluate and develop the systems for assessment, reporting and recording in your key subject areas
- Line manage any members of associate staff working in your sphere of responsibility
- Attend the Governors' 'Every Child Matters' committee to report back on standards in your key subject areas
- Participate in external curriculum meetings as and when directed by the Headteacher

5. Performance Management

- Line-manage HODs/subject leaders and monitor performance
- Set challenging objectives; ensure developments reflect school, departmental and individual needs and aspirations
- Use comparative data to identify individual teacher performance
- Ensure up-to-date knowledge in terms of teaching pedagogy and subject knowledge for staff in the department
- Ensure all statutory requirements are met
- Demonstrate a clear commitment to your own and others' professional development



Person Specification - Associate Senior Leader

- Fully supportive of the school's ethos with a clear understanding of the distinctive nature of a Catholic school
- Understanding of and commitment to promoting the educational principles of St. John Bosco
- Hold a good Honours Degree, have qualified Teacher status and be capable of teaching outstanding lessons
- Recent and relevant professional development
- Understanding of and commitment to the National Standards for Headship
- Ability to enthuse, inspire and develop staff and students under the Catholic ethos
- Proven track record of raising standards and securing good outcomes in a department area
- Successful experience of whole school responsibility
- Demonstrable experience of effectively managing and implementing change
- Ability to manage resources efficiently
- Genuine enjoyment of working with young people
- Understanding of and commitment to inclusion for all
- Knowledge and understanding of current best practice in learning and teaching
- Demonstrable understanding of effective school evaluation
- Knowledge of current educational issues and recent legislation
- Excellent communication skills and the ability to lead teams
- Commitment to working as a team player
- Capacity to work hard under pressure
- Personal integrity and the drive to do what is best for the students
- Ambition and potential to move on to Headship



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