

Key Responsibilities

Strategic Leadership & Vision

- Develop and communicate a clear vision for the Unit that promotes inclusion, high expectations and positive outcomes for all pupils
- Lead the development and implementation of the SDP, ensuring continuous improvement in teaching, behaviour and wellbeing
- Work closely with the Management Committee, Local Authority and mainstream colleagues to shape the strategic direction of the PRU

Teaching, Learning and Curriculum

- Ensure the delivery of a broad, balanced and personalised curriculum that meets the academic, social and emotional needs of pupils
- Promote high quality teaching through coaching, professional development and performance appraisal
- Monitor and evaluate pupil progress, ensuring robust assessment systems and targeted interventions

Safeguarding and Pupil Welfare

- Act as the DSL ensuring safeguarding is embedded in all aspects of practice
- Ensure effective multi agency working
- Promote a trauma-informed, relational approach to behaviour and wellbeing

Staff Leadership and Management

- Lead and inspire a staff team including teachers, support staff and an outreach team
- Oversee recruitment, induction, appraisal and professional development
- Foster a culture of collaboration, reflective practice and emotional resilience

Success & Achievement for Everyone

Partnerships and Community Engagement

- Build strong relationships with mainstream schools, parents/carers, external agencies and the Local Authority
- Support reintegration pathways, managed moves and transition planning for pupils
- Represent The Beacon at Local Authority panels, strategic meetings and professional networks

Operational and Financial Management

- Manage the PRU's budget effectively, ensuring resources are used to maximise pupil outcomes
- Oversee compliance with statutory requirements including Health & Safety, safeguarding, SEND and data protection
- Ensure the PRU environment is safe, welcoming and conducive to learning

Accountability & Quality Assurance

- Provide accurate reports to the Management Committee and the Local Authority
- Use data to drive improvement and evaluate the impact of interventions
- Ensure the PRU meets all statutory duties and maintain high standards of governance

Professional Qualities & Expectations

- Demonstrate unwavering commitment to inclusion, equality and the rights of the child
- Model integrity, emotional intelligence and resilience
- Maintain high expectations for behaviour, learning and staff professionalism
- Engage in on-going professional development and reflective leadership.