

Trust Headteacher

Reporting to: Chief Executive Officer

Salary: Leadership Scale (L15-L21)



Welcome from our CEO and context for this appointment:

Inspire Partnership Multi Academy Trust is seeking an exceptional and dynamic leader to take on the pivotal new role of **Trust Headteacher**.

Are you a visionary leader ready to make your mark? We are looking for an exceptional Headteacher to lead **Ackton Pastures Primary Academy** into its next chapter of excellence. As part of **Inspire Partnership**, you won't just be managing a building; you'll be joining a collaborative powerhouse of educators dedicated to breaking barriers. If you have the courage to innovate and the heart to put students first, we want to hear from you.

What we offer:

- The opportunity to be part of a Trust which is committed to the support and development of all staff.
- A commitment to providing you with high quality professional development.
- The opportunity to be part of dedicated staff teams.
- Supportive and caring Senior Leadership Teams.
- Opportunities of co-planning with colleagues.
- Trust wide professional development days.
- Future leadership opportunities.
- Opportunities to work across the Trust.

Job Description

Job Purpose Summary

Leadership & Standards

- **Visionary Leadership:** Work alongside the CEO and Local Governing Body to develop and articulate a collaborative school vision that embraces excellence, high standards, and inclusion.
- **School Improvement:** Translate the strategic vision into a robust School Improvement Plan (SIP) and lead its successful implementation.
- **Accountability:** Hold all staff to account for their professional conduct and practice, ensuring a culture of high expectations and performance.
- **Strategic Management:** Responsible for the internal organisation, management, and control of the school, ensuring systems are efficient and fit for purpose.
- **Resource Management:** Manage school finance and resources astutely through curriculum-led financial planning to ensure maximum value and equitable deployment of budgets.

Teaching, Curriculum & Development

- **Excellence in Pedagogy:** Secure and sustain excellent teaching to achieve high standards of learning and attainment across the primary range.
- **Research-Informed Practice:** Ensure the curriculum is based on a deep understanding of how students learn and is delivered through high-quality, research-based teaching methods.
- **Open Culture:** Establish an educational culture of 'open classrooms' where best practice is shared, and staff are encouraged to innovate and try new strategies.
- **Inclusion & Access:** Ensure the curriculum is accessible to all, promoting diversity and breaking down barriers to learning for disadvantaged pupils.
- **Succession Planning:** Identify emerging talents and coach current and aspiring leaders to ensure the long-term sustainability of teaching excellence.

Safeguarding & Culture

- **Designated Lead:** Act as the school's Designated Safeguarding Lead (DSL), ensuring the welfare and protection of all pupils is the highest priority.
- **Positive Environment:** Foster an open, transparent, and equitable culture characterised by integrity, creativity, and resilience.
- **Professional Behaviours:** Model the Trust's values and professional behaviors, being "personable, positive, and proud" of the children and the community.
- **Safe Recruitment:** Ensure all staff recruitment and management processes adhere to the strictest safeguarding and child protection standards.

Stakeholder Engagement & Ethics

- **Trust Collaboration:** Work as an outward-facing leader, collaborating with other schools within the Trust to foster a climate of mutual challenge and support.
- **Community Partnerships:** Build and maintain effective, positive relationships with parents, carers, trustees, and the wider community to improve academic and social outcomes.

Specific Duties & Responsibilities

Key Tasks

Vision, Values & Standards

- **Strategic Leadership:** Work in partnership with the CEO and Local Governing Body to lead, model, and articulate a clear school vision rooted in moral purpose and the delivery of a world-class education for every pupil.
- **Professional Culture:** Demonstrate relentless optimistic leadership, fostering an environment of integrity, resilience, and clarity that builds trust and strong relationships with pupils, staff, parents, and Trustees.
- **Ambitious Standards:** Define and communicate high expectations that empower all staff and pupils to excel, specifically focusing on closing attainment gaps and overcoming disadvantage.
- **System Leadership:** Sustain and apply an extensive, current knowledge of local, national, and global education systems to drive innovation and ensure the school remains at the forefront of best practice.

Teaching, Learning & Culture

- **Pedagogical Excellence:** Secure and sustain excellent teaching across the school by ensuring a deep, analytical understanding of pedagogy, evidence-based curriculum design, and successful classroom practice.
- **Evidence-Informed Improvement:** Establish and lead a culture of 'open classrooms' and peer-to-peer review, utilizing robust data analysis and educational research to continuously refine the quality of education.
- **Professional Accountability:** Hold all staff to account for their professional conduct and practice, ensuring every team member understands and accepts responsibility for their impact on pupil outcomes.
- **Environment & Behaviour:** Maintain a safe, calm, and well-ordered school environment, acting as the Designated Safeguarding Lead (DSL) and ensuring exemplary standards of pupil behaviour and welfare.

Staff Development & Performance

- **Workforce Development:** Take strategic responsibility for shaping the future of the teaching profession by providing high-quality training and sustained, research-led professional development for all staff.
- **Performance Management:** Lead rigorous, fair, and transparent systems for managing staff performance, celebrating excellence, and effectively addressing under-performance to ensure the highest standards of delivery.
- **Talent Management:** Create a motivational ethos where staff are supported to develop subject expertise and leadership skills, ensuring a sustainable pipeline of talent through coaching and mentoring.

Innovation & Partnership

- **Systems Thinking:** Challenge educational orthodoxies and lead the school as a self-improving entity, harnessing evidence-based research to drive sustainable excellence within the Trust.
- **Integrated Services:** Build and sustain effective partnerships with external agencies and professional services to improve the holistic academic and social outcomes for all pupils.

Other consideration

- During the year you will be expected to participate in additional events out of the normal working hours, for example, parent's evening and Open days. There is a degree of lifting and carrying that you will need to be able to carry out.

Other duties commensurate with the grade of the post as directed by the CEO.

People and Budget

Line managing school based staff

Physical Resources

None

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/careers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and cooperate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Employment checks required of this post:

- Evidence of entitlement to work in the UK
- Two satisfactory references
- An Enhanced DBS Certificate
- Confirmation of medical fitness for employment
- Online search

The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

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Term: Monday to Friday.



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Person Specifications

No	Categories	Essential or Desirable	App Form	Interview or task
Qualifications				
1	Qualified Teacher status Degree level qualifications or equivalent	E	✓	
2	Further relevant professional / academic study and evidence of continuous professional development and knowledge of current issues in Education.	E	✓	
3	At least three years of proven strong, successful leadership and management experience in a Primary school.	E	✓	
Experience and Knowledge				
4	Hold and articulate clear vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes.	E	✓	✓
5	Demonstrate a strategic leadership style that is characterised by integrity, creativity, resilience and clarity. Understand how to empower all students and staff to excel.	E	✓	✓
6	Evidence of implementing, managing and evaluating change in a collaborative way.	E	✓	✓
7	Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning.	E	✓	✓
8	A clear understanding of what makes good and outstanding teaching through a deep understanding of how students learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	E		✓
9	Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, trustees and parents	E		✓
Competencies and Physical Skills				
10	A commitment to valuing, supporting and encouraging the professional development of all staff members	E		✓
11	Effective use of resource	E		✓
12	The ability to relate well with children and adults	E		✓