

THE CASTLE PARTNERSHIP TRUST

CEO: Sarah Watson



The Castle Partnership Trust

ACHIEVE | BELONG | PARTICIPATE

THE CASTLE PARTNERSHIP TRUST

THE CASTLE SCHOOL

Wellington Road, Taunton,
Somerset TA1 5AU
Tel: 01823 274073

www.castleschool.co.uk

COURT FIELDS SCHOOL

Mantle Street, Wellington,
Somerset TA21 8SW
Tel: 01823 664201

www.courtfields.net

WELLESLEY PARK PRIMARY SCHOOL

Homefield, Wellington,
Somerset, TA21 9AJ
Tel: 01823 664876

<http://www.wellesleyparkschool.com/>

ISAMBARD KINGDOM BRUNEL PRIMARY SCHOOL (IKB)

Thomas Place, Wellington
Somerset, TA21 8FP
Tel: 01823 274073

<https://www.ikbschool.co.uk/>

HEADTEACHER JOB DESCRIPTION

JOB TITLE: HEADTEACHER

ACCOUNTABLE TO:

- Trust CEO and Directors of The Castle Partnership Trust
- Local Governing Body

SALARY RANGE: L22 – L28

Key Relationships:

- The Trust
 - CEO and directors
 - Part of the Trust Leadership Team (Headteachers of the Trust)
- Court Fields School
 - The Local Governing Body
 - School Strategic and School Leadership Teams
 - Parents, carers, staff and students of the School

The Trust

The Headteachers of the Trust work collaboratively to ensure the Trust is strong and is able to provide a world class education for ALL children in its communities. Headteachers in the Trust make decisions collaboratively with the CEO and directors, and with each other. Headteachers are responsible for, and hold, their own budget. Decisions made by the Trust are made in consultation with Headteachers. (See the Scheme of Delegation)

Core Purpose:

The Headteacher will be the strategic lead professional at Court Fields School. They will provide vision, inspirational and professional leadership to ensure the continued success, improvement and development of the School and The Trust. The Headteacher will work strategically with all partners and stakeholders to develop provision beyond Good, which will transform the educational and future life opportunities of all pupils.

Main duties and responsibilities:

Qualities and knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.

4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Students and staff

- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.

Systems and process

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making

The self-improving school system

- Create outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.

- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Work for and within the Trust:

- Work with other schools within The Trust - in a climate of mutual challenge - to champion best practice and secure excellent achievement and truly world-class education for all pupils.
- Develop effective relationships with fellow professionals and colleagues in other schools to improve academic and social outcomes for all pupils.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
- Model entrepreneurial and innovative approaches to service improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond Court Fields School - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Specific Responsibilities:

To be established following consultation with the successful candidate.

This job description is current at the date shown, but, in consultation, may be changed by the Executive Headteacher to reflect or anticipate changes in the job commensurate with the salary grade and post title. It does not form part of a contract of employment.

Each individual task may not have been identified and outlined within the main duties and responsibilities above. It would be expected that a Headteacher would carry out any reasonable request made to undertake work of a similar level that is not specified in this job description.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.