

Job Description

Job to commence 1st September 2023

With support from the Governors and Local Authority (LA), the Headteacher is to provide professional leadership and management in respect of the direction, standards, quality of education, financial management and safeguarding to achieve the school's vision and ethos. In particular, the Headteacher will:

- Provide leadership and management which enables the school to support and develop each member of staff, ensuring quality education of the highest standard is being delivered while focusing on the emotional wellbeing of staff and children alike.
- Embodying the current vision, values and ethos of the school and communicating these to the children, staff and parents, empowering both staff and children to achieve their full potential and motivating others to carry this vision forward.
- Be the lead professional for safeguarding and child protection.
- Evaluate the school's performance and identify priorities for continuous improvement.
- Ensure quality teaching within every classroom with continued professional development of all staff and oneself.
- Ensuring inclusion is at the heart of everything at school.
- Ensure the school budget and resources are managed sustainably and deployed in the best interest of the children and the whole school community.
- Welcome strong governance and actively support the Governing Body to understand its role and deliver its functions effectively with open and honest communication.
- To support Governors and drive the school's vision and ethos.
- Keeping abreast of national developments and reflecting those within the school.

Culture and Ethos

School, behaviour, professional development

- Building upon the school's vision of 'learning without limits'; recognising the value of every individual while stretching them to reach their own potential.
- Ensure the development of, and maintain effective strategies and procedures for, staff induction, professional development and performance review.
- Regularly review your own practice, setting personal targets and taking responsibility for your own development and ensuring continued professional development.
- Instil a strong sense of accountability within staff for the impact of the work within their classrooms on children's outcomes, development, hopes and aspirations.
- Identify emerging staff talents, coaching current and aspiring leaders in a climate where excellence is the standard and Quality First Teaching is embedded, leading to clear succession planning.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture promoting the ultimate worth of each individual.
- Seek opportunities to invite parents, carers and members of the local community into the school to enhance and enrich the school and its value to the wider community.
- Inspire and influence parents and all stakeholders, within and beyond the school, to believe all children are entitled to receive an education with barriers removed and learning is adaptive to all.

Curriculum and Teaching

Teaching, Assessment and Curriculum, SEND

- Working to support and develop disadvantaged children and equally stretch and excel gifted children.
- Ensure the quality of teaching and learning is at the centre of strategic planning.
- Ensure the implementation of effective intervention and support programmes, the impacts of which are regularly reviewed and evaluated with adaptive teaching styles.
- Secure excellent teaching through an analytical understanding of the core features of successful classroom practice, championing adaptive teaching across the entire curriculum.
- Design the curriculum to facilitate how children learn, leading to rich curriculum opportunities and children's well-being that reflect the school's distinctive ethos and values.
- Implement approaches that develop children's understanding of themselves as active learners.
- Develop strategies that demonstrate the equal worth of those with and without special educational needs and disabilities and resource these appropriately.
- Develop an understanding of the importance of research in creating approaches to learning and curriculum design and the ability to put this into practice.
- Foster a climate of innovation, trust, empowerment and collective responsibility across all areas of the school.
- Promote a culture and practice that enables all children to access the curriculum.
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND code of practice.

Organisational Effectiveness

Management, School improvement, working in partnership

- Establish an educational culture that reflects inclusion and aspiration whereby open classrooms are a basis for sharing best practice within and between schools to promote innovation while respecting that all children and staff have different talents.
- Recognise the value of all staff, through distributed leadership, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Hold all staff to account for their professional conduct and practice.
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of children while monitoring actual spending against budget.
- Ensure the systems and processes across the school are well thought out and fit for purpose.
- Develop strong and effective partnerships with parents; developing a thriving sense of school community to include present and past pupils and parents.
- The ability to translate strategic considerations to operational delivery across the full spectrum of the school's activities.