

## Kea Community Primary School

A great place to learn and make friends.

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*Kea School is a great place to learn and make friends.*

Kea School is a co-educational school for 4- to 11-year-olds, providing a caring, secure, and intellectually challenging environment in which our pupils feel valued and are able to learn successfully. We are situated in a lovely rural location and have served the area around Kea, Playing Place, Feock and the City of Truro for over 130 years. Kea is a 'good' school (OFSTED February 2019), and we strive to ensure that we offer a constantly improving service to our pupils, parents, and community.

The school has excellent facilities. We have spacious, well-equipped classrooms, and extensive, attractive grounds. The school shares the site with Kea Pre-School and Out of School Club, which provides a high standard of pre-school and after school and holiday care. Ofsted graded Kea Pre-School as 'good' (December 2019).

The children, staff, parents, and governors of Kea Community Primary School are looking for an exceptional person to lead our happy, friendly, and successful school. This is an excellent opportunity for a talented Head Teacher or an experienced and aspirational Deputy or Assistant Headteacher or a Senior Leadership Team Member with whole school leadership experience.

## We are looking for:

- An outstanding primary school practitioner
- An inspirational and motivational leader with high expectations
- Someone with a proven record of accomplishment in raising standards
- Someone who is well motivated, innovative, and able to inspire and support others
- A mentor who can promote the development of all staff at all stages of their careers
- A commitment to work with stakeholders to achieve the best for all our pupils and the school community
- An individual to maintain standards at a time of educational and financial changes

## What we can offer:

- Wonderful, enthusiastic, and articulate children, fully engaged in their learning
- A motivated, creative, fun, and committed staff team
- A dedicated, experienced, and supportive team of governors
- An active and involved PTA
- A nurturing and rewarding working environment
- A great location, fabulous buildings and grounds and a super working environment in Cornwall

## Main Purpose

### The headteacher of our school will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes, and policies so the school can operate effectively

- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently, and effectively

## Qualities

The headteacher of our school will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

## Duties & Responsibilities

### School Culture and Behaviour

The headteacher of our school will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

## Teaching, Curriculum and Assessment

The headteacher of our school will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured, and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable, and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

## Additional and Special Educational Needs (SEN) and Disabilities

The headteacher of our school will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- 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

## Managing the School

The headteacher of our school will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing, and mitigating risk

## Professional Development

The headteacher of our school will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered, and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

## Governance, Accountability and Working in Partnership

The headteacher of our school will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

- Work successfully with other schools and organisations including the Penair partnership
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.