

# Headteacher Job Specification

Nanstallon CP School Leadership Scale L7 to L13

## Responsible to

The Governing Board

## School context statement

Nanstallon CP School is a small and distinctive school at the heart of its community. We are seeking a Headteacher who will cherish children, value people and lead with moral purpose. The successful candidate will build on the school's strengths while bringing fresh thinking, strong organisational leadership and a clear commitment to high standards across a broad and rich curriculum.

This role calls for a leader who understands that excellence in a primary school is seen not only in reading, writing and mathematics, but also in the quality of curriculum experience, the dignity of relationships, the care shown in the environment, the confidence of pupils as leaders, the inclusion of every child and the strength of partnership with families and the wider community.

The Headteacher will be expected to teach for one day each week and to lead with visibility, warmth, precision and ambition.

## Purpose of the role

To provide outstanding professional leadership for Nanstallon CP School so that every child thrives academically, socially and personally within a culture of inclusion, high expectations and care.

## Key responsibilities

Domain	Criteria
<b>1. Vision, values and culture</b>	<ol style="list-style-type: none"><li>To lead and sustain a child centred culture where every pupil is known, valued and supported to flourish</li><li>To preserve and strengthen the school's ethos, ensuring that care, belonging, good manners, positive conduct and respectful relationships are evident in daily life</li><li>To ensure that the school environment reflects calm, pride, sensory awareness, inclusion and the value of every individual</li><li>To develop pupils as active leaders of their school community with real responsibility and voice</li></ol>
<b>2. Curriculum, teaching and standards</b>	<ol style="list-style-type: none"><li>To secure high standards in the quality of pupils' work, presentation, knowledge and understanding across the full curriculum</li><li>To lead a broad, rich and coherent curriculum that gives equal value to academic rigour, creativity, curiosity and memorable experience</li><li>To further develop project based learning and outdoor learning as purposeful, well planned elements of the school's curriculum</li><li>To champion wider curriculum opportunities, including swimming, gymnastics, cultural visits and other enrichment, so that pupils' experiences extend beyond the classroom and beyond their immediate context</li></ol>

Domain	Criteria
	<ol style="list-style-type: none"> <li>5. To ensure strong teaching, effective assessment and high expectations in every classroom</li> <li>6. To ensure that all pupils, including those with SEND and those who are vulnerable, can access the curriculum and achieve highly</li> </ol>
<b>3. Inclusion, safeguarding and pupil wellbeing</b>	<ol style="list-style-type: none"> <li>1. To lead inclusive practice with ambition and precision so that every child is enabled to participate, belong and succeed</li> <li>2. To ensure the school fulfils all safeguarding and statutory responsibilities, including those relating to SEND</li> <li>3. To work effectively with families, staff and external professionals to identify need early and provide support that is proportionate and effective</li> <li>4. To ensure pupils experience a safe, orderly and nurturing school life</li> </ol>
<b>4. Staff leadership and development</b>	<ol style="list-style-type: none"> <li>1. To lead, inspire and develop staff through trust, clarity and professional respect</li> <li>2. To create conditions in which staff can thrive, grow and contribute fully to school improvement</li> <li>3. To build leadership capacity across the school, including subject leadership and succession planning</li> <li>4. To ensure that accountability is fair, developmental and focused on improving outcomes for pupils</li> </ol>
<b>5. Community and partnership</b>	<ol style="list-style-type: none"> <li>1. To build strong relationships with parents, carers, governors and the local community</li> <li>2. To be sensitive to the needs, strengths and identity of a small school community</li> <li>3. To be outward facing and ambitious for partnership beyond the school, seeking opportunities that enrich provision and strengthen professional practice</li> <li>4. To represent the school with integrity and clarity in all contexts</li> </ol>
<b>6. Organisational leadership</b>	<ol style="list-style-type: none"> <li>1. To lead the school efficiently and effectively, ensuring strong systems, thoughtful deployment of staff and careful use of resources</li> <li>2. To manage competing priorities with excellent organisation and attention to detail</li> <li>3. To teach for one day each week while ensuring high quality strategic leadership across the school</li> <li>4. To work closely with governors, providing honest evaluation and clear accountability</li> <li>5. To lead improvement through realistic, evidence informed and well implemented planning</li> </ol>