

Role Description – Headteacher

The Headteacher will provide effective leadership for the school within Concordia Multi Academy Trust, fostering a culture of unity, collaboration, and shared purpose.

As the visionary leader of the school, the Headteacher will be a visible and inspiring presence, leading by example and embodying the school and Trust's values.

We are seeking a dynamic, ambitious and strategic Headteacher who is committed to ensuring every child receives the best possible education and achieves the best possible outcomes. With a proven track record of driving school improvement, you will bring the vision and determination needed to achieve excellence in all areas of school life.

The Headteacher will be required to actively engage with stakeholders across the Trust, attend relevant meetings and work in partnership to achieve our shared values of Collaboration, Commitment and Challenge.

Duties and expectations

- Foster a culture of aspiration and achievement amongst staff and pupils
- Set high expectations for teaching and learning standards across the school
- To use self-evaluation and strategic development planning effectively to drive school improvement and aspire for excellence
- Embed the Trust shared vision, ensuring that it is understood by staff and parents/carers
- Be dedicated to inclusivity and the removal of barriers to learning for all our pupils
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and leaders within the trust and ensure that trust wide professional development opportunities are promoted
- Support with developing and implementing trust-wide policies and procedures
- Promote staff wellbeing and workload and implement strategies to provide a healthy working environment
- Build positive and respectful relationships with stakeholders and the wider community
- Safeguarding, health and safety and wellbeing are given the highest priority and risks are mitigated
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally

Teaching and Learning

- Ensure all pupils access a broad, balanced, and ambitious curriculum, exemplified by the National Curriculum, that is not narrowed and meets the needs of every learner
- Strategically adapt or develop the curriculum to be ambitious and inclusive for pupils with SEND and those facing disadvantage
- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn

- Ensure teaching is underpinned by high levels of subject expertise and approaches including effective professional development and performance management
- Implement and monitor robust systems for assessing pupils' understanding, identifying misconceptions, and providing clear, actionable feedback that promotes progress
- Drive progress and attainment to meet or exceed national benchmarks. Where this is not yet achieved, ensure robust strategies are put in place to demonstrate rapid and sustained improvement.
- Lead a culture of professional excellence where teaching is designed to help pupils retain knowledge long term, integrating it into larger concepts
- Model high expectations for pupils' behaviour and conduct and ensure these expectations are applied consistently and fairly by all staff
- Develop and implement a whole-school attendance strategy that prioritises the importance of regular attendance for academic success and well-being
- Effectively manage budgets and resources and ensure that resources are deployed effectively

This list is not exhaustive and includes all duties outlined within Headteacher Standards [Headteacher Teaching Standards](#) as well as the Nolan Principles [Nolan Principles](#)



Our Values:

Collaboration, Commitment and Challenge

Vision: To provide the best educational experience and care for children and families.

- **C**ollaboration:
 - We use our collective expertise to the benefit all schools in our family.
 - We share best practice and learn from each other.
 - We work together to seek positive solutions to common challenges.
- **C**ommitment:
 - We have high expectations and aspirations for children, families and staff.
 - We provide opportunities, experiences and inspiration so that children and staff are successful learners for life.
 - We provide a positive culture for teaching & learning and a safe environment for all; wellbeing is a priority.
- **C**hallenge:
 - We mentor, support and challenge one another in our pursuit of excellence.
 - We empower leaders to work in their unique schools and serve their communities.
 - We invest in whole school and Trust development so that we are well equipped to deliver the highest standards of teaching and learning, now and in the future.