**Headteacher Job Description**

**Thorns Primary School**

**Responsible to: the Governing Body**

**Grade: L17 – 21**

**Hours of Work: outlined in School Teachers’ Pay and Conditions Document**

 

**Job purpose**

* To provide strategic leadership that secures success and continuous improvement for the school, ensuring high quality education for all pupils and the highest standards of learning and achievement in accordance with statutory requirements.
* Responsible for teaching and support staff of the school, and the children and young people.
* Accountabilities to be met in accordance with the provisions of the School Teachers’ Pay and Conditions Document and within the range of teachers’ duties set out in that document and the National Standards for Headteachers.

**Shaping the future**

To develop a shared vision, that inspires and motivates pupils, staff and all other members of the school community. This vision should include core educational values, moral purpose and be inclusive of all stakeholders’ beliefs and values.

**Strategic direction and development of the school**

To work with the governing body, to develop a strategic view for the school in its community and analyse and plan for the future needs and further development of the school.

1. To formulate overall aims and objectives for the school and policies for their implementation.

2. To create an ethos and provide educational vision and direction which secures effective teaching, successful learning and achievement by pupils and sustained improvement in their spiritual, moral, cultural, mental and physical development and prepare them for the opportunities, responsibilities and experiences of adult life.

3. To secure the commitment of parents and the wider community to the vision and direction of the school to create and implement a strategic plan, underpinned by sound financial planning, that identifies priorities and targets for ensuring pupils achieve high standards and make progress, increasing teachers’ effectiveness and securing school improvement.

4. To ensure that all those involved in the school are committed to its aims, motivated to achieve them and involved in meeting long, medium and short term objectives and targets that secure the educational success of the school.

5. To ensure that the management, finance, organisation and administration of the school support its vision and aims.

6. To ensure that policies and practices take account of national, local and school data and inspection findings.

7. To monitor, evaluate and review the effects of policies, priorities and targets of the school in practice and take action if necessary.

**Learning and teaching**

To work with the governing body to secure and sustain effective teaching and learning throughout the school and to monitor and evaluate the quality of teaching and standards of pupils’ achievement, using benchmarks and setting targets for improvement.

1. To ensure that all pupils receive a high quality education through a programme designed to promote a stimulating style of learning in a safe and healthy school environment.

2. To ensure a consistent and continuous school-wide focus on pupils’ achievement, using data and benchmarks to monitor progress in every child’s learning.

3. To ensure that learning is at the centre of strategic planning and resource management.

4. To establish creative, responsive and effective approaches to learning and teaching.

5. To ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.

6. To be able to demonstrate and articulate high expectations and set ambitious targets for the whole school community.

7. To be able to implement strategies that secure high standards of behaviour and attendance.

8. To be able to determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework.

9. To be able to take a strategic role in the development of the new and emerging technologies to enhance and extend the learning experience of pupils.

10. To monitor evaluate and review classroom practice and promote improvement strategies to ensure that underperformance is challenged at all levels and ensure effective corrective action and follow up is undertaken.

**Leading and managing staff**

To lead, motivate, support, challenge and develop staff to secure improvement.

1. To maximise the contribution of staff to improve the quality of education provided and standards achieved, and ensure that positive working relationships are formed between staff and pupils.

2. To plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service.

3. To implement and sustain effective systems for the management of staff performance, incorporating appraisal and targets for teachers, including targets relating to pupil achievement.

4. To participate in arrangements for headteacher performance management.

5. To ensure that trainees and newly qualified teachers are appropriately trained, monitored, supported and assessed in relation to the standards for Qualified Teacher Status, the Career Entry Profile and standards for induction.

**Efficient and effective deployment of staff and resources**

To deploy people and resources efficiently and effectively to meet specific objectives in line with the school’s strategic plan and financial context.

1. To work with governors and senior colleagues to recruit staff of the highest quality available.

2. To work with senior colleagues to deploy and develop all staff effectively in order to improve the quality of education provided.

3. To advise the governing body and implement decisions in relation to staffing.

4. To advise the governing body on the adoption of effective procedures to deal with the competence and capacity of staff.

5. To advise governors on appropriate priorities for expenditure, allocate funds and to ensure effective administration and control.

6. To manage and organise accommodation efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations.

7. To make arrangements, if so required, for the security and effective supervision of the school buildings, contents and grounds, ensuring that all necessary maintenance is undertaken.

8. To undertake responsibilities as defined in the Health and Safety Policy as adopted by the governing body.

9. To ensure that appropriate risk assessments are undertaken before sanctioning and participation in any potentially hazardous activity.

10. To manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils’ achievements, ensure efficiency and secure value for money.

**Accountability**

To be accountable for the efficiency and effectiveness of the school to the governors and others, including pupils, parents, staff, local employers and the community.

1. To provide information, objective advice and support to the governing body to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement and for achieving efficiency and value for money.

2. To report to the governing body on the discharge of the headteacher’s functions and the affairs of the school.

3. To create and develop an organisation in which all governors and staff recognise that they are accountable for the success of the school.

4. To present a coherent and accurate account of the school’s performance in a form appropriate to a range of audiences, including parents and governors, the local authority, the local community, Ofsted and others, to enable them to play their part effectively.

5. To ensure that parents and pupils are well-informed about the curriculum, attainment and progress and about the contribution that they can make to achieve the school’s targets for improvement.

6. To report to the governors annually on the performance management of teachers at the school in relation to the School Teachers Pay and Conditions Document.

7. To provide information about the work and performance of staff where it is relevant to their future employment.

**Strengthening Community**

To be able to build a school culture and curriculum, that takes account of the richness and diversity of the school’s communities.

1. To create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.

2. To ensure learning experiences for pupils are linked into and integrated with the wider community.

3. To work in partnership with other agencies in providing for academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.

4. To seek opportunities to invite parents and carers, community figures, business or other organisations into the school to enhance and enrich the school and its value to the wider community.

5. To contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.

6. To co-operate and work with relevant agencies to protect children.

7. To ensure that the school promotes effective links with the local community and continues the development of close liaison with other local primary and secondary schools.

8. To ensure that the school offers appropriate extended services.