



Folksworth C of E (VC) Primary School

Job Description - Headteacher

Contract: Full-time, permanent

Grade: Leadership scale, range L10 - L16

Post: Headteacher, Folksworth C of E (VC) Primary School

Responsible to: The Governing Body of Folksworth C of E (VC) Primary School

Responsible for: All staff and pupils within the school

Purpose of the Job:

The Headteacher of Folksworth C of E (VC) Primary School will ensure that the school's aims are implemented in accordance with the School Improvement Plan and other strategic plans and the policies of the Governing Body.

The Headteacher is required to monitor, evaluate and review the impact of policies, priorities and objectives for improvement and take timely and effective action that results in sustained development.

The Headteacher must provide leadership and management of the school and promote a secure foundation from which to achieve the highest possible standards in all areas of the work of the school.

The Headteacher will carry out his/her professional duties in accordance with and subject to the National Conditions of Employment for Headteachers and relevant education and employment legislation.

The Headteacher will endeavour at all times to meet the Department for Education's National Standards of Excellence for Headteachers, 2015

Core responsibilities

1. To provide high-quality professional leadership and management for the school, securing high standards of achievement in all areas of school operation.
2. To manage teaching and learning as the school's lead professional, such that personalised learning opportunities allow pupils to maximise progress and realise their full potential.
3. To create a productive learning environment which engages and fulfils children, stimulates and inspires staff and secures the support of parents and the local community.

4. To be accountable to the governing body and to work with governors to provide vision and strategic direction.
5. To evaluate methodically and analytically all aspects of school performance to: identify priorities for continuous improvement; raise standards; develop policies and practices; maximise use of resources.
6. To secure the commitment of the wider community to the school by developing and maintaining excellent and effective partnerships with parents, the Local Authority, St. Helen's Church, children's agencies and local community groups.
7. To promote equality of opportunity, individuality, respecting diversity, eliminating unlawful discrimination and promoting British values.
8. To lead and manage the school as a Church School effectively ensuring the promotion of Christian values and the distinctiveness that this entails.

Further Description of Core Responsibilities:-

Shaping the Future

The Headteacher will work with the Governing Body to create a shared vision and strategic plan which inspires and motivates pupils, staff and others in the school community.

Specifically, the Headteacher will:

- Have a strategic view of how to develop and improve the school
- Develop and monitor the School Improvement Plan successfully
- Secure and develop a collaborative staff team of the highest calibre, inspiring, challenging and motivating others to take forward the strategic plan
- Develop and foster links to work positively with relevant agencies to promote the school and foster the wellbeing and achievement of pupils and staff
- Advise the Governors on key educational changes that may affect the school.

Teaching and Learning

The Headteacher will be responsible for ensuring high standards of teaching and learning to ensure that every child can reach their full potential including:-

- Demonstrating personal commitment and enthusiasm for the learning process, including teaching as necessary and appropriate, leading collective worship and providing a model of the standards expected of all teachers within the school

- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress and attainment in all children's learning
- Celebrate success in all aspects of school life and ensure that an atmosphere is created where every child can succeed and achieve through high quality and personalised learning experiences
- Implement strategies which encourage high standards of behaviour, attendance and pupil welfare
- Oversee the curriculum and foster outstanding working practices, encouraging debate and new learning amongst teaching and support staff.
- Be an excellent classroom practitioner and to provide a model for others.

Leading and Managing Staff

In order to develop effective relationships and communication which underpin a professional learning community, enabling everyone in the school to achieve, the Headteacher will:

- Ensure that outstanding teaching is the primary objective for all classroom staff
- Lead, motivate, support, challenge and develop staff so that they can reach their full potential
- Recruit, retain and deploy high quality staff appropriately to achieve the vision and goals of the school
- Manage staff performance effectively
- Ensure that all staff are engaged with the school's strategic priorities, and the development of the school's aims and objectives, through effective communication across the whole school community
- Acknowledge the responsibilities and celebrate the achievement of individuals and teams.

Managing the School, Staff and Resources

The Headteacher will provide effective organisation and management of the school including:

- Ensuring that pupil safety is at the centre of all the school's activities
- Assuming overall responsibilities for the day to day management of the school and efficient and appropriate delegation of duties

- Prioritising, planning and organising themselves and others effectively and efficiently
- Successfully managing the school strategically and safely within the human, financial and physical resources
- Agreeing and setting appropriate priorities for expenditure with the Governing Body, allocating funds and monitoring the effective administration and control of school budgets so that the school secures its objectives
- Deploying and managing the school's financial and human resources efficiently and effectively to achieve the school's educational goals and priorities
- Ensuring school buildings and facilities meet the needs of pupils and staff, and are of the highest standard of cleanliness and repair, and compliant with health and safety regulations
- Exploring and developing additional sources of funding

Stakeholders and the Local Community

The Headteacher will engage with the local and wider community including:

- Promoting and developing the school's reputation and acting as an ambassador for the school in a manner which upholds its values and ethos
- Securing the commitment of parents, carers and the wider community in the vision and development of the school to enhance the education of all pupils
- Contributing to the development of education by sharing good practice, contributing to new initiatives and utilising current research.
- Continuing to build relationships with St Helen's church, the Diocese of Ely and the local community to enhance the learning opportunities for the school

Accountability and Governance

The Headteacher will be legally and contractually accountable for the school, its environment and all its work, including:

- Presenting a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including the school governors, parents, the local authority, the local community and OFSTED
- Work with the Governing Body to plan for future needs and the further development of the school

- Ensure that all legal requirements, including Safeguarding, Child Protection and Health and Safety are fulfilled with effective systems in place
 - Translating the vision into a plan with agreed, prioritised objectives and operational plans which will promote and sustain school improvement within an agreed timeframe, measuring and reporting on the school's success in meeting the action points of such plans
 - Encouraging a school ethos which enables everyone to work together, share knowledge and understanding, celebrate success, and accept responsibility for outcomes.
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Cambridgeshire County Council - Conditions of Employment

The successful candidate will be required to satisfy the authority of his/her physical fitness before the appointment is confirmed. In accordance with the requirements of the Home Office and the Department for Education and Skills the appointment is subject to a Criminal Conviction search by the Disclosure & Barring Service.

The appointment will be subject to the Education Committee's regulations and the provision of the Teachers' Superannuation Acts and the National Insurance Acts. If you opt to join or remain a member of the Teachers' Superannuation Scheme, Superannuation contributions will be deducted from the Teacher's salary in accordance with the Teachers' Superannuation Acts for the time being in force and Teachers' Superannuation Regulations from time to time made thereunder. Information about the Teachers' Superannuation scheme is available from the Local Authority.

The appointment will be terminable by three calendar months' notice in writing on either side expiring at the end of a Spring or Autumn Term. (i.e. 30 April or 31 December) or by four months' notice expiring at the end of a Summer Term (i.e. 31 August)