

**Job Description**

| **Job Purpose** |
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| The Headteacher of Sale Grammar School will be a lead professional and a role model within the community he or she serves. The values and ambitious vision of the Headteacher will significantly determine the achievement of Sale Grammar School.As Headteacher, you will be accountable for the education of current and future generations of students. It is expected that you will lead by example in terms of professional conduct and set standards and expectations for improved standards. Recognising difference and respecting cultural diversity within Sale Grammar School, you will exercise stewardship and be the guardian of Sale Grammar School, working with those responsible for governance. |

| **Main Tasks/Accountabilities** |
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| **Shaping the Future – Inspirational and Strategic Leadership*** Articulate clear values and moral purpose, focused on providing an exceptional education for the students of Sale Grammar School.
* Ensure that a clearly articulated vision for Sale Grammar School is shared, understood and acted upon by all.
* Lead and manage the development of key areas of school plans and strategies with a view to maintaining the ‘Outstanding’ status of the school over time
* Communicate a compelling narrative of the school’s vision and drive the strategic leadership, in partnership with governors to shape the best possible future for Sale Grammar School.
* Promote Sale Grammar School’s vision and our core values so that all can ‘Aspire Act Achieve’
* Initiate, prioritise and lead on School Improvement activity through effective strategic leadership.
* Demonstrate optimism, positive relationships and attitudes towards staff, students, governors, parents and members of the local community in Sale.
* Lead by example with clarity, integrity and resilience.
* Be driven by values and principles centred on an agreed vision for Sale Grammar School, successfully translating national policy into the specific context of Sale Grammar School.
* Work with other schools and organisations for the benefit of Sale Grammar School.

**Leading a Collaborative Learning Culture*** Create a culture of challenge, high expectations and support where staff and students can achieve success and be engaged in developing the quality of education.
* Establish a culture that encourages reflection and self-evaluation, including quality assurance and performance management.
* Distribute leadership to achieve high academic standards and personal development.
* Build and maintain a high-performance culture leading to high standards of professionalism throughout the school.
* Provide an environment in which the pastoral care and well-being of each student is valued and nurtured.
* Inspire, motivate and develop effective teams in order to deliver a high quality of education and consequently raise standards.
* Build a collaborative learning culture with other schools, agencies and organisations
* to promote leadership development.

**Leading and Developing People and the Organisation*** Create and maintain a culture of sustained positive performance and continuous improvement, including self-evaluation processes.
* Demand ambitious standards for all students, overcoming disadvantage and advancing equity
* Nurture a culture that provides rich opportunities for students to develop cultural capital and strengthen well-being.
* Demonstrate and engender in others respect, integrity, optimism and resilience.
* Demonstrate the vision and values of Sale Grammar School in everyday work and practice.
* Secure a positive, open and collaborative working relationships for instance, through the quality assurance process leading to positive impact

**Strengthening the Community*** Work effectively and collaboratively with external parties and stakeholders to achieve mutually agreed objectives.
* Promote effective relationships with local, national and international community organisations with specific focus on the quality of education and curriculum excellence.
* Build strong and sustainable networks to support the quality of education including the sharing of best regional, national and international practice.
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