



LUCTON
SCHOOL



CANDIDATE INFORMATION PACK
HEADTEACHER

ABOUT LUCTON SCHOOL

Lucton School is a co-educational independent day and boarding school for students from 6 months to 18 years old. Our priorities are simple: we want our young people to be happy and to achieve – and in that order. In our experience, a happy community allows us to bring out the very best in each and every individual.

We are blessed to be set in historic buildings and beautiful countryside, where we build on our 300+ year heritage to provide an outstanding all-round education. Within this setting, our students are able to flourish academically and socially. We offer small class sizes to help each student to succeed in the classroom, a dizzying array of extra-curricular options to capture their imaginations outside of the classroom, and a family atmosphere in which they can feel accepted, valued, and secure.

We take pride in delivering a comprehensive education that equips every child for success both inside and outside of the classroom. Our CCF programme, focuses on developing teamwork, confidence, and leadership skills. Our on-site Equestrian Centre, offers riding lessons, for both beginners and advanced riders, offering students to pursue professional qualifications through the centre.

Above all, what makes Lucton special is the people here. We are fortunate to have committed staff and the most amazing students. Our dedicated teachers are passionate about nurturing the potential of every student and providing them with the tools to excel academically and personally. Our students on the other hand, are curious, driven, and eager to learn. They come from diverse backgrounds and bring a rich tapestry of experiences, perspectives, and talents that enrich our school community.

As the Headteacher of Lucton School, you'll have the privilege of leading this vibrant, close-knit community on a journey of academic excellence, personal growth, and character development. Your role will be instrumental in shaping the future of our students and the school. Join us in our mission to provide an exceptional education and a nurturing environment where happiness and achievements go hand in hand.

JOB DESCRIPTION

SUMMARY OF THE ROLE

To ensure that the school is a well led, unified community with outstanding provision for every child both academically and pastorally.

OVERALL PURPOSE OF THE ROLE

To provide professional, business and strategic leadership for the school in order to secure:

- Its on-going success and future development.
- High quality, rigorous education for all its pupils.
- Consistently outstanding standards of achievement.
- A vision that drives the school into a bright future.

MAIN DUTIES AND RESPONSIBILITIES

Strategic Leadership and Development of the School

Work with the Chair of Governors and staff to develop and implement the strategic vision and Development Plan for the school, ensuring that it is clear and has the commitment of all school stakeholders.

The plan will include:

- How pupils and students will achieve consistently excellent standards and make significant progress.
- How teacher effectiveness can be increased.
- How the school will continually develop.
- Identification of key performance targets including marketing and financial aspects.
- Determining when regular school self-evaluations take place.
- The implementation of quality assurance measures.
- Monitoring progress against the Development Plan and reporting to the Governing Body on the progress against the plan.
- Leading people and managing resources efficiently and effectively to meet the school's Development Plan objectives within the financial resources available to the school.


The Headteacher will:

- Provide inspiring and purposeful leadership for the staff and pupils.
- Ensure that management, finances, organisation and administration of the school supports its vision and aims.
- Monitor and evaluate the performance of the school and respond and report to the Governing Body as required.

Leading, Teaching and Learning

- Create and maintain an environment and a code of conduct to promote and secure outstanding teaching, effective learning, high standards of achievement, good behaviour, discipline and attendance to ensure that all staff and pupils are challenged and encouraged to achieve their full potential.
- Continue to maintain an effective partnership with parents and the wider community to support and improve pupils' achievement and personal development.
- Promote extra-curricular activities in accordance with the educational aims of the school.

Managing the School

- Ensure that the environment of the school is maintained to a high standard so as to develop a sense of pride in the surroundings.
 - Develop a culture of personal responsibility and accountability for all pupils and staff.
 - Maintain effective relationships with parents, guardians and carers to ensure the school continually meets their changing expectations and meets their needs, sustaining their commitment to the school.
 - Select pupils for admission via a fair and effective admissions process.
 - Promote and monitor the Continuing Professional Development of staff, including the induction of newly qualified teachers.
 - Implement and sustain effective systems for the management of staff performance, incorporating performance review and target setting.
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Safeguarding Children & Safer Recruitment

- Ensure the efficient and rigorous promotion of safeguarding of children in all areas of school life.
- Ensure that all posts are subject to best practice in Safer Recruitment and that both existing and new staff have regular child protection training and awareness.
- Ensure the highest standards of pastoral care are provided for all pupils and to ensure that staff are effective in the promotion of these values.

Strengthening Communication and Community

- Ensure effective communication mechanisms are in place between pupils, their parents, staff, the Governing Body and any other key stakeholders.
- Ensure that the school's ethos, values and aims are effectively communicated to pupils, prospective and current parents, staff, former pupils and the wider community.
- Promote a culture that will take account of and actively support the diversity of the school's community.
- Collaborate with other organisations to ensure the intellectual, spiritual, social, moral and physical wellbeing of all pupils.
- Work with the local community to share expertise and maximise the use of resources for the benefit of the pupils. This will include curriculum enrichment activities and the promotion and development of a range of community-based learning experiences.



HEADTEACHER PERSON SPECIFICATION

		Essential	Desirable
Qualifications	A well qualified teacher with QTS.	✓	
	Evidence of continuing professional development.		✓
	Two or more years of leadership experience.		✓
Experience	Successful teaching experience with a track record of achieving high standards.	✓	
	An understanding of the independent education sector.	✓	
	In leadership of whole-school initiatives.	✓	
	Management of successful additional revenue streams.		✓
	Successfully managing staff and parent relationships.		✓
Skills	First-class organisational and administrative skills, with the ability to remain calm under pressure.	✓	
	Excellent presentation skills.	✓	
	Strong analytical and problem-solving skills, combined with a proactive approach to change.	✓	
	Able to see through complex strategies from conception to conclusion.	✓	
	Able to maintain a high work rate and to juggle a range of tasks and issues at the same time.	✓	
Knowledge	A clear understanding of educational legislation, in particular regarding current safeguarding policies.	✓	
	Dealing with children from 6 months to 18 years old.	✓	
Personal Competencies and Qualities	Personal integrity, honesty, energy, stamina and enthusiasm.	✓	
	Commitment to personal development and lifelong learning.	✓	
	Understand the leadership responsibility of running a school.	✓	

WHAT IS IT LIKE TO WORK AT LUCTON?

OUR COMMITMENT TO YOU

- Competitive salary
- Bursary for dependent children
- Supportive SLT and colleagues
- A hard-working and friendly staff team with a shared desire to be the best they can be
- A strong sense of community and close links with neighbouring schools
- A supportive Governing Body
- Wellness Programme
- Staff Referral Programme
- Life Assurance



ABOUT ALPHA SCHOOLS

As a member of the Alpha Schools family, Lucton finds itself amongst excellent company and you will be working within one of the UK's largest operators of independent schools.

Founded in 2003, Alpha Schools has successfully grown to be one of the largest operators of independent schools in the UK.

Unusually, we like to keep a low group profile as we believe that each school should retain its own distinct character and history, rather than simply becoming part of a corporate homogeny. For this reason, you'll find little online about Alpha Schools.

THE **BEST**
START FOR A
BRIGHT
FUTURE

Fundamentally, we feel that schools should be co-educational with a blend of the highest academic and pastoral expectations. In a nutshell, they should have a family-orientated ethos, which helps each child, pupil and student enjoy reaching their potential.

We have schools with four-month-old babies and we have schools with eighteen-year-old young adults. This means we keenly understand what is vital at each stage of learning and how best to encourage all in our care to flourish whilst realising the joy and power of education.

The group has grown progressively over the last ten years as has our reputation in the education sector. We are led by educationalists and our founder and owner is a former Headmaster. You will be part of a larger community of individually-minded schools, affording opportunities for collaboration, inspiration and challenge from your fellow senior leaders.

SAFEGUARDING

LUCTON SCHOOL PUPILS ARE ALLOWED TIME TO FOLLOW THEIR OWN PASSIONS WITHIN AN ENVIRONMENT THAT CREATES OPPORTUNITIES BOTH IN THE HERE AND NOW, BUT ALSO FOR THE FUTURE.

Lucton School is committed to safeguarding and promoting the welfare of children and expects all its staff, including those employed by contractors, and volunteers to share this commitment. All schools will safeguard and promote the welfare of all their pupils, in compliance with the Department of Education's Guidance "Keeping Children Safe in Education (Department for Education September 2021)."

At the heart of Lucton values is the recognition that promoting the welfare of children is everyone's responsibility and we all have a role to play in safeguarding children.

At Lucton School, working together to safeguard children is best summarised as:

- Understanding that safeguarding systems should be child-centred.
- Our duty to protect children and young people from maltreatment.
- Our duty to prevent the impairment of children and young people's health or development.
- Ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care.
- Undertaking the role to enable those children and young people to enter adulthood successfully.

Lucton School is committed to safeguarding and promoting the welfare of children. Applicants for all jobs will undergo appropriate child-protection screening including checks with past employers and the Disclosure and Barring Service (DBS) check to enhanced level with barred list (costs are covered by the school). If shortlisted, candidates are required to complete a criminal self-declaration form. This role is exempt from the Rehabilitation of Offenders Act 1974 and the Amendments to the Exceptions Order 1975, 2013 and 2020.



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