



The Job

Job Description

- Recruit pupils/students and staff, ensure the statutory requirements, the decisions of the Governing Body and the needs of the pupils/students, their parents/carers and the community are met
- Manage the school effectively and ensure the successful and timely implementation of developmental initiatives
- Work in harmony with governors, other local schools the local authority and other partners as appropriate
- Ensure compliance with legislation and Islington policies
- Promote equality, diversity and inclusion

An inspirational leader, committed to the highest achievement for all

Purpose of the post

Provide the professional leadership of the school to achieve outstanding success.

Key responsibility areas

- Strategic leadership and management
- Leadership and management of pupils'/students' attainment and progress
- Leadership and management of staff
- Leadership and management of the curriculum
- Leadership of learning and teaching and attitudes to learning
- Strategic leadership of safeguarding and child protection
- Financial and resources leadership and management
- Management and control of risk
- Management of resources and premises
- Leadership and management of the school within its community



Teaching, learning and pupils/students - the Headteacher will:

- Meet the requirements of the National Curriculum
- Provide a motivational, broad and relevant curriculum underpinned by e-learning technologies
- Ensure pupils/students receive learning and support in compliance with their statements or Education, Health and Care Plans
- Ensure that the curriculum appropriately matches the diverse and individual needs of all pupils/students
- Achieve a sense of harmony through the effective management of pupil/student behaviour and attitudes to learning
- Involve pupils/students in the decision-making processes in the school by developing policies and practices that treat pupils/students as partners in the learning process
- Lead and manage pastoral care, pupil/student welfare, safeguarding (including e-safety) and anti-bullying procedures effectively
- Convey expectations/boundaries of pupil behaviour to all pupils

Strategic direction and development - the Headteacher will:

- Develop and communicate a clear strategic vision in close collaboration with governors and stakeholders
- Motivate and empower others to carry the vision and values of the school forward
- Implement, manage and resource school policies consistent with LA and government guidelines

Accountability - the Headteacher will:

- Work collaboratively with the Chair of the Governing Body and those of sub-committees as appropriate
- Secure a positive working relationship with the Governing Body
- Provide information, objective advice and support to the local authority to enable it to meet its statutory responsibilities
- Present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including governors/parents/carers and pupils/students
- Ensure that parents/carers and pupils/students are well informed about curriculum achievement and progress and are able to understand targets for improvement



- Develop and encourage good relations between the school, our partner schools: Montem and Highbury Grove, and the wider local community
- Work closely with other schools in the local authority and beyond
- Work with other schools and partners, locally, nationally and internationally, as appropriate.
- Maintain effective assessment, recording and reporting systems of pupil/student progress, ensuring evidence is appropriate for supporting improvements and for Ofsted
- Maintain high expectations for pupil/student achievement especially where there is social deprivation
- Monitor and evaluate the curriculum for both quality and value for money
- Ensure high levels of consistent pupil/student attendance to promote high achievement
- Promote the school's commitment to child protection and safeguarding

Leading and managing staff - the Headteacher will:

- Lead on the recruitment and selection of teaching and support staff
- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels
- Optimise the contribution of all staff to ensure excellent quality of education and learning to improve the quality of education
- Manage performance and lead on appraisal, utilising all staff by ensuring their professional development, including in new methods of teaching and assessment
- Create and maintain good working relationships among all members of the school community.
- Promote the Samuel Rhodes ethos in which the highest achievements are expected from all members of the school community.
- Promote positive attitudes to staff work/life balance and mental and physical well-being

The duties of the Headteacher include those outlined in the Conditions of Employment of Headteachers published within the School Teachers Pay and Conditions Document. The Headteacher shall also be subject to the expectations set out in the National Standards of excellence for Headteachers.