

Performance Framework – Head Teacher (SEMH)

Leadership and Vision

Establish and communicate a clear, ambitious vision for the school aligned with trauma-informed and inclusive values.

Lead by example, modelling integrity, resilience, and a commitment to continuous improvement.

Pupil Outcomes

Ensure sustained progress and achievement for all pupils, particularly those with complex SEMH needs.

Use data effectively to monitor, evaluate, and improve pupil outcomes across academic, social, and emotional domains.

Quality of Education

Maintain and enhance the quality of teaching and learning through robust performance management and professional development.

Drive curriculum innovation that meets the diverse needs of learners and prepares them for life beyond school.

Safeguarding and Wellbeing

Uphold the highest standards of safeguarding and child protection, ensuring a safe and nurturing environment for all.

Promote a whole-school culture of wellbeing for pupils and staff, underpinned by trauma-informed practice.

Staff Development and Retention

Build a high-performing, motivated team through effective recruitment, coaching, and succession planning.

Foster a culture of collaboration, reflection, and professional growth.

Stakeholder Engagement

Develop strong, trusting relationships with parents, carers, advisors, and external partners.

Represent the school positively within the wider community and contribute to local and national networks.



Operational and Financial Management

Ensure efficient use of resources and sound financial planning aligned with school priorities.

Maintain compliance with all statutory and regulatory requirements, including health and safety and safer recruitment.