



Leehurst Swan School

**HEADTEACHER
RECRUITMENT CANDIDATE PACK**



POSITION OVERVIEW

Leehurst Swan School is seeking a dynamic and visionary Headteacher to lead our school into its next chapter of growth and excellence. This pivotal role requires an individual with a rich background in educational leadership, a deep understanding of both academic and pastoral care, and a proven ability to drive change and innovation. The successful candidate will have demonstrated a track record in managing and developing high-performing teams, shaping educational policy, and enhancing student outcomes.

THE SCHOOL

Leehurst Swan is the only independent, co-educational day school in the city of Salisbury offering an all through education from Reception to 16 years.

At Leehurst Swan, our pupils are at the heart of everything we do, education is designed to celebrate the individual and is carefully sculpted to create a community of learners in small classes who are supported in pursuit of individual passions and talents. Our mission is to encourage every pupil to find their voice.

We have been educating children on this site for over 110 years and our academic record is very strong. However, we also firmly believe learning should be imaginative and fun, and we place learning and laughter at the heart of all that we do. We are a small school, which allows us to provide individual attention, exciting opportunities and creative activities for all our pupils whilst equipping them to meet the challenges of the present and future.

Key Responsibilities:

- **Strategic Leadership:** Provide overall strategic direction and vision for the school, aligning with its mission and values. Develop and implement school policies, ensuring they reflect best practices in educational leadership and governance.
- **Academic Excellence:** Oversee the development and delivery of the school's academic programs, ensuring high standards in teaching, learning, and assessment. Promote a culture of continuous improvement and academic rigor.
- **Change Management:** Lead whole-school change initiatives, drawing on experience with large-scale change management projects. Foster an environment conducive to innovation and improvement.

- **Community Engagement:** Build and maintain strong relationships with students, parents, staff, and external stakeholders. Champion the school's values and engage the community in supporting school objectives.
- **Operational Management:** Manage school operations, including budgeting, staffing, and resource allocation. Ensure effective internal and external quality assurance processes.
- **Safeguarding and Pastoral Care:** Uphold the highest standards of safeguarding and pastoral care, promoting a safe and inclusive environment for all students. Have a deep and clear understanding of independent school ethos.

Candidate Requirements:

The ideal candidate will possess the following characteristics and qualifications:

- **Extensive Leadership Experience:** Proven experience in senior leadership roles within independent schools. Demonstrated ability to manage and develop diverse teams and lead significant change management projects. This post is not suitable for ECTs but would be suitable for applicants who have held or hold a Deputy Head post.
- **Academic and Educational Expertise:** Experience in teaching, learning, and assessment, including curriculum development and educational design. Experience in coordinating and redesigning educational programmes at various levels.
- **Accreditation and Quality Assurance:** Expertise in managing inspection processes and external accreditations.
- **Research Informed Practice and Innovation:** Strong background in educational research and policy development, with a track record of developing and implementing innovative evidence /research informed educational practices.
- **Community and Stakeholder Engagement:** Proven ability to build strong relationships with a range of stakeholders, including students, parents, staff, and external partners. Experience in leading national policy development and improving community engagement is desirable.
- **Qualifications:** A teaching qualification that has QTS equivalency is essential. It is desirable for the candidate to hold master's level qualification in education and leadership, as well as relevant professional certifications and fellowships.
- **Personal Attributes:** Strong strategic vision, excellent communication skills, and a passion for fostering an inclusive and supportive educational environment.

APPLICATION PROCESS AND IMPORTANT DATES

To apply, please submit your CV, covering letter, and an expression of interest, showing how you meet the key characteristics outlined above to Lindsay Chater bursar@leehurstswan.org.uk

Please ensure that your CV highlights your relevant experience and achievements in alignment with the requirements listed.

Leehurst Swan School is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to satisfactory background checks and references.

For more information about our school, please explore our website and contact Mrs Genevieve Middleton at registrar@leehurstswanschool.org.uk or call 01722 333094.

We look forward to receiving your application!

Application closing date: **midday Friday 4th October 2024**

Interviews: **Week commencing Monday October 14th 2024**

Start Date: **Friday 3rd January 2025 or sooner.**