



HEADTEACHER

<i>Salary Grade:</i>	<i>L11 to L17</i>
<i>Contract Type:</i>	<i>Permanent</i>
<i>Working Hours:</i>	<i>32.5 hours per week</i>
<i>Location:</i>	<i>As vacancy</i>
<i>Reporting to:</i>	<i>Director of Education</i>
<i>Responsible for:</i>	<i>All staff at the Academy</i>
<i>Key Relationships:</i>	<i>Headteacher, Senior Leadership Team, Academy Staff, Estates Staff, Core Service Team Members, Parents, Visitors and Pupils</i>

Purpose of the Role

The Headteacher will provide ambitious, visible, and effective leadership for the academy, ensuring high-quality education, strong safeguarding practice, and positive outcomes for all pupils.

The postholder will be accountable for the strategic, operational, and educational leadership of the academy and will work collaboratively with the Trust to contribute to its wider vision and improvement agenda.

The Headteacher is expected to fulfil the expectations of the Teachers' Standards (2012), demonstrating the highest standards of professional conduct and leading by example.

Key Responsibilities

1. Strategic Leadership

- Provide a clear vision, ethos, and strategic direction for the academy, aligned with Trust values and priorities.
- Translate Trust strategy into effective academy-level plans that drive sustained improvement.
- Lead and manage change effectively, ensuring continuous improvement and organisational resilience.
- Ensure the academy is inspection-ready at all times and responds effectively to external accountability frameworks.

2. Teaching, Learning and Curriculum

- Ensure consistently high-quality teaching and learning across the academy.
- Establish and sustain a broad, balanced, and ambitious curriculum that meets the needs of all pupils.
- Use accurate self-evaluation and data analysis to inform improvement priorities.
- Monitor, evaluate, and improve outcomes for all groups, including disadvantaged pupils and those with SEND.

3. Safeguarding, Behaviour and Inclusion

- Act as the lead professional for safeguarding, ensuring robust systems, training, and a strong safeguarding culture.
- Promote positive behaviour, inclusion, and pupil wellbeing.



- Ensure statutory duties related to safeguarding, attendance, SEND, and equality are fully met.

4. Leadership and Management of Staff

- Line manage senior leaders effectively and develop leadership capacity at all levels.
- Set clear expectations through performance management, linked to professional standards and academy priorities.
- Support staff wellbeing, professional development, and retention.
- Lead a culture of trust, accountability, and high professional standards.

5. Governance, Accountability and Compliance

- Work closely with the Trust Executive Team and Academy Monitoring Committee to ensure strong governance and accountability.
- Ensure compliance with statutory requirements, Trust policies, and financial procedures.
- Provide clear and accurate reports to the Trust, governors, and other stakeholders.

6. Partnership and Community Engagement

- Build positive, purposeful relationships with parents, carers, and the wider community.
- Represent the academy professionally within the Trust and in external partnerships.
- Promote the academy's reputation and secure confidence from stakeholders.

7. Personal and Professional Conduct

- Uphold and model the Teachers' Standards, including professional integrity, ethical leadership, and respect.
- Demonstrate resilience, reflective practice, and a commitment to continuous professional development.

**Person Specification: Headteacher**

Essential	Desirable
Qualifications and Professional Status	
• Qualified Teacher Status (QTS) • A relevant senior leadership qualification or evidence of working towards one (e.g. NPQH or equivalent)	• Evidence of completed leadership development programmes • Safeguarding Level 3 (or willingness to undertake)
Experience	
• Significant and successful experience as a senior leader within a primary school • Proven impact on improving teaching and learning and raising pupil outcomes • Experience of leading staff, managing performance, and developing others • Experience of school self-evaluation, improvement planning, and inspection readiness	• Experience of leading a school through significant change or improvement • Experience of working within a multi-academy trust • Experience of budget management and resource planning
Knowledge and Understanding	
• Strong knowledge of the Teachers' Standards and their application to leadership • Thorough understanding of safeguarding, SEND, and inclusive practice • Understanding of primary curriculum design and assessment • Understanding of accountability frameworks and statutory requirements	
Skills and Abilities	
• Ability to articulate a clear vision and inspire others • Strong interpersonal and communication skills • Ability to make sound, evidence-based decisions • Ability to manage complexity and lead under pressure	



• Highly effective organisational and leadership skills	
Personal Qualities (aligned to Teachers' Standards – Part Two)	
• Integrity, honesty, and fairness • High expectations of self and others • Emotional intelligence and resilience • Commitment to equality, inclusion, and pupil wellbeing • Reflective, self-aware, and committed to professional growth	

Safeguarding Statement

The Headteacher will share responsibility for safeguarding and promoting the welfare of children and will be expected to demonstrate a strong commitment to safeguarding practice at all times.