

Post Title	Headteacher
Post Ref No	
Responsible To	Director of Primary Improvement
Grade	L10 to L16

The Headteacher will embody CET's inclusive, child-centred ethos and champion our commitment to ensuring every child is supported to be the best they can be. The post holder will provide strong, visible leadership of the school, securing high standards of teaching, learning, behaviour and wellbeing while working collaboratively with governors, staff, pupils, families and the Trust.

Strategic Leadership & Vision	<ul style="list-style-type: none"> Lead the strategic direction, vision and values of the school in line with CET's Trust-wide priorities. Implement, monitor and evaluate the School Improvement Plan to secure continuous improvement. Ensure strategic planning reflects the needs, diversity and aspirations of the whole school community. Report accurately and effectively on performance to the Trust Board, Local Advisory Board and CET Executive. Actively engage, utilise and align to the CET Education Model as a cornerstone for school improvement Drive collaboration within the Trust and with external partners to strengthen outcomes for children.
Teaching, Learning & Curriculum	<ul style="list-style-type: none"> Systematically drive improvement in teaching and learning across the school. Ensure a broad, balanced and ambitious primary curriculum that meets statutory requirements. Monitor standards through rigorous self-evaluation and quality assurance processes. Ensure effective assessment informs teaching and raise pupil achievement. Model excellent practice and teach when appropriate.
Pupil, Welfare, Inclusion & Safeguarding	<ul style="list-style-type: none"> Place safeguarding, inclusion and wellbeing at the heart of all decision-making. Ensure outcomes for vulnerable pupils match all pupils Create a safe, nurturing and aspirational learning environment. Ensure positive behaviour, attendance and attitudes to learning. Work in partnership with parents, carers and external agencies to meet pupils' needs.

Staff Leadership & Development	<ul style="list-style-type: none"> • Lead, inspire and develop a high-performing staff team. • Implement effective performance expectations and professional development systems. • Promote staff wellbeing, collaboration and a positive professional culture. • Recruit, retain and develop staff in partnership with the CET HR team.
Resources, Finance & Operations	<ul style="list-style-type: none"> • Ensure effective management of the school's financial and physical resources. • Work with the CET Finance Team to secure best value and financial sustainability. • Ensure compliance with health, safety and premises regulations.
General	<p>The Headteacher is a senior leadership role within CET and will be expected to work with the CE, the Trust Board and the CET Leadership Team to promote and develop CET in achieving its ambitions for the education of all pupils/students and other stakeholders. This role description should therefore be seen as a general guide and other duties may be required within the scope of this post as reasonably required.</p> <p>All Headteachers are subject to the requirements of the National Standards of Excellence for Headteachers, as published and revised by the DfE. These criteria will form part of the post holder's professional development plan, appraisal and review which will be carried out by the CE and the Chair of the LAB.</p>
Additional Information	<p>It is the practice of the Trust periodically to examine employees' job descriptions and to update them to ensure that they relate to jobs as they are being performed, or to incorporate whatever changes are being proposed. It is the Trust's aim to reach agreement on any alterations.</p> <p>All external appointments are subject to the Trust's Standard Probationary period</p>
SAFEGUARDING	<p>Applicants for all posts must be willing to undergo safeguarding screening appropriate to the post.</p> <p>Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</p> <p>The teacher must ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner.</p> <p>All staff members are required to complete an enhanced DBS disclosure.</p>

Person Specification

	Essential
Qualifications/Training (Competencies)	<ul style="list-style-type: none"> • NPQH or willingness to undertake it within 2 years • Qualified Teacher Status • Degree, or equivalent
Relevant Experience	<ul style="list-style-type: none"> • Successful senior leadership experience in a primary setting • Proven impact on school improvement and standards • Experience of leading staff and managing change
Skills	<ul style="list-style-type: none"> • Able to communicate with confidence and positively engage with all members of the wider community • Management, development and motivation of staff through distributed leadership • Planning, prioritisation, organisation, and delegation • Ability to embed a culture of sustained improvement • Ability to inspire, nurture and consolidate outstanding teaching • Resilience and responsiveness to changing priorities and demands
Personal Attributes	<ul style="list-style-type: none"> • Strong moral purpose and integrity • Commitment to safeguarding and inclusion • Resilient, reflective and aspirational leader