



Head of the Larch Job Description



Simon Balle All-through School is an outstanding learning community and therefore teaching and learning is at the heart of all we do. Academic results are incredibly important. Our curriculum is relevant and fairly traditional, with a great emphasis upon the core subjects, humanities and languages, sitting alongside a promotion and love of the arts and creativity. Wider curriculum opportunities are equally important and this includes our vision for all students to explore and be curious about the world around them.

Job Title	Head of the Larch (Primary Phase)
Leadership Pay Range	L17 - L19
Contract Type	Full time, permanent contract
Reporting to	Co-Headteachers
Responsible for	We are interested in receiving applications from Primary-trained leaders who have successful senior leadership experience in a primary and/or all-through setting. Applicants must have led in a primary school with early Years, KS1 and KS2 (not infant or junior or middle only), as these phases represent the full scope of leadership responsibilities for this role. Roles and responsibilities will be based on the successful (candidate(s) knowledge, skills and experiences, but must relate to primary curriculum, and teaching and learning. Candidates must be highly motivated to lead within an all-through school, as the role requires collaboration as part of our all-through senior leadership team. We are one all-through school, with one vision; Creating tomorrow's citizens today.
Core Role	
<ul style="list-style-type: none">● Be a member of the Senior Leadership Team, actively promoting the all-through school's vision, ethos and values● Lead the formulation and reviewing of self-evaluation and the school development plan as it applies to the Larch, and relates across the all-through school● Promote excellence and inclusion and set high academic and pastoral expectations for students and staff across the Larch, modelling professional behaviours at all times● Ensure the safeguarding of all students in the Larch and promote and maintain their safety and wellbeing● Ensure that all students within the Larch achieve their full potential● Communicate effectively with all stakeholders, including staff, young people, parents/carers, governors/trustees and the wider community● Manage all staff well, across the Larch, with due attention to workload● Keep up to date with developments in primary education - including, for example, Strong Foundations, Reading and Writing Frameworks, Mastery in Maths; the Renewed Ofsted Framework, particularly for Early Years and in building Strong Foundational Knowledge across our primary Phase.	

School culture and ethos

- Create a culture where students experience a positive and enriching school life
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life, underpinned by a belief that *'if we get it right for our most vulnerable students, we get it right for everybody else'*
- Ensure a culture of staff professionalism, across the Larch
- Encourage high standards of behaviour from students, built on our Simon Balle values, that are understood by staff and students and clearly demonstrated by all in school
- Contribute to the wider life of the school through coordinating and offering enrichment across the Larch, and attending a wide range of community events
- Lead the Larch to ensure a consistent positive culture and ethos for learning which is inextricably linked to the whole all-through school, whereby students can make a positive transition to continue their 14-year journey of education.

Strategic Direction

- Lead the school's vision in the Larch, ensuring that this is clearly articulated, shared, understood and acted upon effectively by all
- Ensure that the school's vision is translated into agreed objectives that promote and sustain school improvement in the Larch
- Strategically lead, as supported by the co-headteachers and deputy headteachers, to ensure a connected all-through direction and vision, with effective collaboration across teams
- Strategically lead Larch phases, as determined with the co-headteachers, providing a clear direction through action planning and training
- Strategically collaborate with Assistant Headteachers (across the all-through) to support their connection, in areas of their leadership, with the Larch

Teaching, curriculum and assessment

- In own teaching practice, model the highest standards of curriculum implementation, assessment and impact (though the teaching allocation for this role is likely to be small, it will require the successful applicant to be an outstanding teacher across Reception - Year 6)
- Establish and sustain high quality teaching and learning across relevant subjects and primary phases, based on evidence
- Ensure Larch teaching is underpinned by subject expertise
- Support leaders and teachers to effectively use formative and summative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured, coherent and ambitious curriculum in all primary phases
- Promote a culture and practices that enable all students to access the curriculum
- Have ambitious expectations for all students with vulnerable characteristics, including SEND and those who are eligible for Pupil Premium

Leadership of Staff

- Line manage Larch leaders, teaching and non-teaching staff, offering support and challenge to ensure roles and responsibilities are successfully fulfilled.
- Liaise with leaders across Simon Balle All-through School to ensure that the curriculum and assessment across the Larch is supporting strong student outcomes
- As part of SLT, collaborate effectively with other leaders to plan, deliver and monitor training needs, and implement the school's performance appraisal processes, across the Larch

The postholder will be expected to undertake any other professional duties which may reasonably be delegated by the Co-headteachers. The job description may be amended at any time following discussion between the Co-headteachers and member of staff and will be reviewed annually.

Simon Balle All-through School is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. Applicants for this post must be willing to undergo child protection screening, including reference checks with previous employers and the Disclosure and Barring Service.

We are committed to a policy of openness and equality of opportunity in the employment of staff. We will not condone discrimination on the grounds of the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. It is our central responsibility to ensure that every individual that we come into contact with is treated with dignity and respect.