



Hornbeam Primary School

Headteacher - Job Description

Leadership Scale: Leadership Range L8-21(£61,534 - £84,699)

Responsible to: Local Governing Body and DEALT

Purpose of the Job

To be the strategic lead professional at Hornbeam Primary School. The Headteacher will provide vision, ambition, leadership and direction at the school, ensuring it is managed and organised by working strategically with all partners and stakeholders to develop outstanding provision, which will transform the educational and future life opportunities of all pupils.

Main Duties and Responsibilities

1. To be the lead professional and positive role model within our community.
2. To work to an agreed vision, underpinned by clear values, which will be evident throughout the school.
3. To have direct impact in raising achievements to the highest level for all children through uncompromising high ambition.
4. To lead by example in determining the professional conduct and practice of teachers to the highest standard.
5. To enable a climate in the school which enables all pupils to display exemplary behaviour.
6. To be a positive role model in helping others recognise difference and respect cultural diversity within contemporary Britain.
7. To have ambition and seize opportunities for the school to share good practice and expertise, learning from others beyond its boundaries.

Qualities and Knowledge

1. Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of Hornbeam Primary School.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils, and towards parents, governors and the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on your own scholarship, expertise and skills, and that of those around you.

4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and internationally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating DEALT and national policy into the school's context.
6. Communicate, compellingly, the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Pupils and Staff

1. Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
2. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within the school, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
6. Hold all staff to account for their professional conduct and practice.

Systems and Process

1. Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular, its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets, resources and accommodation, in the best interests of pupils' achievements and the school's sustainability.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision-making.

The Multi Academy Trust- DEALT

1. Commitment to Shared Goals, aligning the school with the trust's vision and values, focusing on collective success.
2. System Thinker, seeing beyond their own school, actively sharing and learning from others.
3. Collaborative Leader, fostering open dialogue, builds trusting relationships, and prefers partnership over competition.
4. Drive for Excellence: An unyielding focus on high-quality learning, teaching, and leadership across the entire trust.