



Job Description Headteacher

Salary: Group 2 - £48,808 - £57,986

Responsible to: The school's Governing Body

Main Purpose of the Job:

The Headteacher is the strategic lead professional at Sissinghurst C. of E. Primary School. The Headteacher will provide vision, ambition, leadership and direction and have an internal drive for what an outstanding education can and should look like. They will ensure that the school is effectively managed and organised, working strategically with all partners and stakeholders to develop and deliver outstanding school provision within a framework of high expectation.

Key duties and responsibilities

1. To be the lead professional and positive role model within the school community, demonstrating the school's vision and values in everyday work and practice.
2. To have direct impact in raising achievement to the highest level for all children through uncompromising high ambition and a passionate belief that all young people can succeed.
3. To lead by example the professional conduct and practice of staff in a way that minimises unnecessary teacher workload.
4. To ensure that the vision for the school, including its distinctive Christian character, is clearly articulated, shared, understood and acted upon effectively by all.
5. To facilitate 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.
8. To work with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children and young people.
9. To act in the capacity of the Designated Safeguarding Lead, responsible for ensuring whole school compliance with the school's statutory obligations and latest guidance.
10. To retain a small and negotiable teaching commitment.

Quality and Knowledge

1. Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils of Sissinghurst C of E Primary School.
2. Demonstrate emotional intelligence and approachability to build positive relationships and attitudes towards pupils, and towards parents/carers, governors and the local community.
3. Treat people fairly, equitably, and with dignity and respect to create and maintain a positive school culture which is underpinned by its Christian ethos.
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 KCC, Diocese and national education policy into the school's context.
6. Solidify and communicate compellingly the school's vision, driving the strategic leadership, and 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 a positive impact on pupils' well-being.
3. Determine, organise and implement a diverse, flexible, current and creative curriculum that reflects the Christian character of the school and which is underpinned by an effective assessment framework.
4. Determine and ensure the implementation of a policy for the pastoral care of pupils which promotes excellent standards of behaviour and attendance.
5. Establish an ethos in which all staff are motivated and supported to develop and share best practice, drawing on and conducting relevant research and robust data analysis.
6. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning and distributed leadership.



7. Hold all staff to account for their professional conduct and practice and the impact of their work on pupil outcomes.

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 and reflective of the school's Christian ethos.
2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils, promoting equality, respect and exemplary behaviour in both school and 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.

The self-improving school system

1. Create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.



2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to drive impactful school improvement.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to service improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
7. Develop a school ethos underpinned by Christian values that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

The Headteacher will undertake any other duties, which from time to time may be required and be relevant and commensurate with the post, as deemed necessary by the Governing Body and/or Local Authority.

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