

Qualities and Knowledge

- **To promote and to build on the founding values of the Wells Free School** most importantly it's broad and balanced curriculum, guaranteeing successful learning and achievement by pupils and sustained improvement in their spiritual, moral, cultural, mental and physical development, and prepare them for future opportunities, responsibilities and experiences;
- **To hold and articulate clear values and moral purpose**, focused on providing a world-class education for the pupils you serve.
- **Demonstrate optimistic personal behaviour**, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
- **Lead by example** - with integrity, creativity, resilience, and clarity - drawing on your own scholarship, expertise and skills, and that of those around you. Ensure that all those involved in the school are committed to its aims and are accountable in meeting long, medium and short-term objectives
- **Sustain wide, current knowledge and understanding of education** and school systems locally, nationally and globally, and pursue continuous professional development.
- **Work with political and financial astuteness**, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context. Manage the finance, organisation and administration of the school.
- **Communicate compellingly the school's vision in forms appropriate to a range of audiences**, including parents, governors, the DfE, the Local Authority, the local community, OFSTED and others. Drive strategic leadership, empowering all pupils and staff to excel and provide educational vision and direction for EYFS, Key Stage 1 and Key Stage 2.

Systems and Processes

- **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
- **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
- **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.
- **Work constructively with the governing body** and actively support it 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.

- **Exercise strategic, curriculum-led financial planning** to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
- **Deploy all staff effectively** in order to improve the quality of education provided, 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 self-improving school system

- **Establish an outward-facing reputation for the school**, working with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
- **Develop effective relationships with fellow professionals** and colleagues in other public services to improve academic and social outcomes for all pupils.
- **Challenge educational orthodoxies** in the best interests of achieving excellence, especially in relation to the unique values of the Wells Free School, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- **Shape the current and future quality of the teaching profession** through high quality training and sustained professional development for all staff.
- **Model entrepreneurial and innovative approaches to school improvement**, leadership and governance, mindful of the challenges presented to a stand-alone academy and confident of the vital contribution of internal and external accountability.
- **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.

Pupils and Staff

- **Demand ambitious standards for all pupils**, overcoming disadvantage and advancing equality, Motivating and enabling all staff to carry out their respective roles to the highest standards, through high quality continuing professional development based on assessment of needs;
- **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.
- **Establish an educational culture of 'open classrooms'** as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis and coordinating the provision of high quality professional development, drawing on other sources of expertise where appropriate;
- **Maintain an ethos within which all staff are motivated and supported** to develop their own skills and subject knowledge, and to support each other.

- **Identify and nurture emerging talents**, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- **Hold all staff to account** for their professional conduct and practice and sustain effective systems for the management of staff performance, incorporating appraisal and targets for teachers, including targets relating to pupils' achievement;

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to receipt of a satisfactory Disclosure & Barring Service (DBS) check.