

Head Teacher Standards

Main purpose

The Head Teacher will:

- Have experience of teaching across the curriculum at Primary School Level
- Establish and sustain the school's Christian ethos and strategic direction together with the governing board and through consultation with the school and church community
- Establish and oversee systems, financial processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

Qualities

The Head Teacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

Duties and responsibilities

School culture and behaviour

The Head Teacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism and dignity at work
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The Headteacher will:

Establish and sustain high-quality teaching across all subjects and phases, based on evidence
Ensure teaching is underpinned by subject expertise
Effectively use formative assessment to inform strategy and decisions
Ensure the teaching of a broad, structured and coherent curriculum
Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and special educational needs (SEN) and disabilities

The Headteacher will:

Promote a culture and practices that enables all pupils to access the curriculum
Have ambitious expectations for all pupils with SEN and disabilities
Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Managing the school

The Headteacher will:

Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
Manage staff well with due attention to workload
Ensure rigorous approaches to identifying, managing and mitigating risk

Professional development

The Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet their needs

Governance, accountability and working in partnership

The Headteacher will:

Understand and welcome the role of effective governance, including accepting responsibility
Ensure that staff understand their professional responsibilities and are held to account
Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
Work successfully with other schools, the diocese and other organisations.
Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils
Maintain relationships with parents and the community

Other areas of responsibility

The Post holder may be required to do other duties appropriate to the level of the role.