

Vacancy- Headteacher

JOB DESCRIPTION

POST : Headteacher

LOCATION: Waverley School

SALARY RANGE: L27-L35

Roles and Responsibilities

Job Purpose

- To be the strategic lead professional at Waverley School
- To provide vision, leadership and direction at Waverley School.
- To ensure the school is managed and organised by working strategically with all stakeholders and partners to develop outstanding provision, which will transform the educational and future life opportunities of all the students.
- To ensure the school provides learning environments which are safe and secure for all students and staff.

You will:

Qualities and Knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world-class education for the students who will be served by Waverley School.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students with profound, severe and complex learning needs, the workforce, and towards parents, governors and 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 globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles centred on the Governing Body's vision and national policy, into the implementation and delivery of the school.
6. Communicate compellingly the school's vision and drive the strategic leadership of Waverley School, empowering all students and staff to excel.

Students and Staff

1. Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes, access to qualifications and onward progression.

2. Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.
3. Establish an educational culture of openness as a basis for sharing best practice within and between staff, drawing on and conducting relevant research and robust data analysis. Ensure this practice is shared widely with all schools to support them to build capacity to meet the needs of students at Waverley School.
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.

Systems and Process 1. Ensure that the school's systems, organisation, processes of admissions of students and staff recruitment 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 students and staff, focused on safeguarding students 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, value and develop outstanding practice.
4. Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for student, 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 students' achievements and the school's sustainability.
6. Distribute leadership effectively throughout the organisation, forging teams of colleagues and partners who have distinct roles and responsibilities and hold each other to account for their decision making.

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 students with special educational needs.
2. Develop effective relationships with fellow professionals and colleagues in other public services, particularly Health and Social Care, to improve academic and social outcomes for all students.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research.
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 school 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.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people and anyone working in Waverley is expected to share this commitment.

February 2024