



**St Oswald's CE Primary School
Headteacher Job description**

Learning for all, caring for each other, preparing for the future

Let us encourage one another – Hebrews 10:25

Our Vision

Our school community has reflected on what we want for every child who attends St Oswald's CE Primary School, and together we have compiled a vision for our school.

Learning for all...Our curriculum and teaching is designed to build resilience and a 'can do' attitude and provide opportunity for all pupils in our diverse community, including those who are vulnerable, to flourish and be the best that they can be. We want to stimulate imaginations and encourage our children to think deeply.

Caring for each other...Everything we do in school should contribute to children's personal, spiritual, moral and cultural development, and we want the whole school community to work together in kindness, acceptance, mutual respect and a willingness to forgive. Every pupil and adult should have the opportunity to be their best and do their best in a supportive and loving environment.

Preparing for the future...All children within our diverse community are to be celebrated for their uniqueness and equipped with the sense of belonging that fosters confidence and self-belief. A purposeful, relevant and engaging curriculum will build on prior learning, equip our pupils for today and prepare them for the future. We aim to encourage independence, and responsibility, with the opportunity for our pupils to play a valued role in school and the wider community. We want our pupils to think creatively, develop ambition and have the confidence to stand by their convictions.

Our guiding scripture:

"Let us encourage one another." Hebrews 10.25

This scripture reminds us that together we can achieve so much more than we can alone.

Job purpose

In the light of the vision articulated above, our Church of England foundation and our commitment to sustaining and developing its ethos and values, the purpose of the role of Headteacher at St Oswald's CE Primary School (voluntary controlled) is:

1. To be an inspirational leader who is committed to St Oswald's CE Primary School to deliver the School vision for the children, staff and community it serves.
2. To lead by example, actively modelling and embedding into all areas of school life, the vision and core values of the school, ensuring every child can flourish.
3. Deliver and ensure an enriched and high-quality curriculum which delivers high standards, expectations and outcomes for all pupils.
4. To undertake the expectations of a Headteacher as set out in the October 2020 Headteacher Standards.
5. To promote and enhance the wellbeing of the team, developing a distributed leadership, nurturing opportunities for all staff to learn and grow to their full potential.
6. To further develop relationships with our families, partners and the wider community to enhance the contribution to school life and outcomes and opportunities for children.

Main Responsibilities

The main responsibilities of the role are based upon meeting and upholding the National Headteachers' Standards and the vision of the school that are an integral part of our school ethos.



Figure: Headteacher Standards, October 2020

The Headteacher will:

1. Meet and uphold the Headteachers' Standards which clearly set out the expectations of the role of Headteacher.
2. Hold, articulate and demonstrate our clear vision, values and moral purpose, firmly rooted in the Christian faith and respecting diversity and difference.
3. Provide a rich and relevant curriculum where children can flourish, widen their horizons and aspire to be the best that they can be.
4. Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
5. Demonstrate the Christian vision of the school in everyday working practice, building positive relationships and attitudes towards others, rooted in mutual respect and ensuring proper professional boundaries and treating each person as a unique individual of inherent worth.
6. Be responsible for establishing and maintaining effective partnerships with the Governing Body, parents, the church, parish and the Diocese, the local community, the Local Authority and wider partners, to ensure the vision for the school is delivered.
7. Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement.
8. Ensure leaders at all levels within the school have an opportunity to develop their leadership qualities and experience.
9. Ensure all staff are provided with consistent and high quality opportunities and professional development to flourish in their roles.
10. Know, understand and act within statutory frameworks which set out professional duties and responsibilities, giving account and accepting responsibilities.
11. Manage the financial and human resources effectively and efficiently to achieve the school's Christian vision and values in line with legal requirements.
12. Sustain current and wide knowledge and understanding of education and school systems locally, nationally and globally.
13. Implement consistent, fair and respectful approaches to managing behaviour.
14. Regularly review own practice and achievements, set personal targets and take responsibility for own personal and professional development, taking account of any feedback.

General

1. The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.

2. The postholder must be flexible to ensure the operational needs of the school are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work areas in the school.
3. The Health and Safety at Work Act (1974) and other associated legislation places responsibilities for health and safety on all employees. Therefore, it is the postholder's responsibility to take reasonable care for the Health, Safety and Welfare of themselves and other employees in accordance with legislation and the school's Health and Safety policy and procedures.