



Job Description: Headteacher

Main Purpose:

To provide professional and inspirational leadership for the school, which drives success and continuous improvement, ensuring excellent standards of learning and achievement, the highest quality education and the best possible outcomes for all our students.

Vision, Values and Core Purpose

- Ensure that the highest quality education and interests of our students are at the centre of everything we do at Queen's Park High School.
- Inspire, challenge and empower all members of the school community to play their full part in delivering our Vision of "Inspiring Individuals, Empowering Minds, Defining Futures".
- Consistently promote and model both this Vision and the school's values.
- Drive the strategic leadership of the school, empowering all students and staff to excel.
- Promote an open, fair and equitable culture where people are able to express their views freely and a wide range of opinions are valued and respected.
- Model positive relationships and attitudes towards our students, and to engage parents, governors, trustees, members of the local community and other stakeholders in the continuous improvements of all that we do.

Meeting our objectives through improving learning and achievement in the classroom

- Lead the improvement and development of Queen's Park High School to secure the best possible outcomes for all our students
- Use research, evidence and knowledge of effective practice to improve learning and achievement and to promote a strong culture of continuous professional development for our staff.
- Lead the development and delivery of an ambitious Strategic School Development Plan with clear actions and targets to secure substantial improvement.
- Demonstrate political and financial astuteness in promoting the interests of our school in the context of our core objectives, translating opportunities arising from local and national policy into the school's context
- Ensure that the School contributes to the development of The Learning Trust and secures optimum benefits from membership of the Trust.
- Demand aspirational standards for all our students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.
- Maintain and secure outstanding teaching for all students through an understanding of the features of successful classroom practice and curriculum design.

Leadership and Management

- Provide inspirational leadership which engages staff and stakeholders based on shared values and objectives.
- Work closely with, and be accountable to, the Governing Body to secure further improvements to learning and achievement and deliver our shared Vision.
- Promote the sharing of best practice between teachers and a culture where less good practice is challenged and improved.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other.
- Identify emerging talents at all levels in Queen's Park High School, coaching current and aspiring leaders in a climate where excellence is the standard, leading to good succession planning.
- Hold all staff to account for their professional conduct and practice.
- Ensure the school's systems, organisation and processes are well considered and fit for purpose, upholding the principles of transparency, integrity and probity.
- Provide a safe, calm and well-ordered environment for all students, staff and visitors with a strong focus on safeguarding and the development of exemplary behaviour.



- Establish, implement and maintain fair, rigorous and transparent systems for managing the performance of all staff, addressing under-performance, supporting staff to improve and valuing excellent practice.
- Embrace strong governance and actively support the Local Governing Body and the Board of Trustees to deliver their functions ever more effectively – in particular their responsibilities for setting school strategy and holding the Headteacher to account for students, staff and financial performance.
- Exercise strategic, curriculum-led financial planning to ensure the effective deployment of budgets and resources, in the best interests of achievement and the school's sustainability.
- Maintain and develop high-class facilities, including buildings and IT, which facilitate the best possible learning and teaching.
- 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.

Wider engagement and contribution

- Continue to develop the capacity of Queen's Park High to work with other schools and improve the quality of education at systems level.
- Continue to develop effective relationships with other services to improve academic and social outcomes for students.
- Harness the findings of well evidenced research to help contribute to the self-improving school led system.
- To ensure that Queen's Park High continues to be a centre of good practice in initial and continuing teacher education.
- Inspire and influence others, within and beyond the school, to believe in the fundamental importance of education in young people's lives and to promote the value of education.
- Generate additional income and support from partners to meet students' needs.
- In conjunction with the Trust's Improvement and development team, model entrepreneurial and innovative approaches to school improvement.
- Work cooperatively within The Learning Trust and its team to secure efficiencies and mutual benefits in the interest of students, particularly further developing effective partnerships with business and industry in the interest of students.
- Undertake any other duties identified by Governors and/or Trustees and commensurate with the role

Statutory Responsibilities

- Fulfil all the requirements and duties as set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteachers.
- To meet the National Standards for Headteachers as published by the DfE.
- To seek to achieve any performance criteria, objectives or targets agreed with or set by the School's Governing Body in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.