

Job Description and Person Specification: Headteacher

Job Title: Headteacher

Location: Baginton Fields Academy

Salary: L24 - L30

Reports to: CEO and Chair of Governors/Governing Body

Start Date: January 2026

Purpose of the Role:

To provide dynamic and inspirational leadership to the school, ensuring the highest quality of education, care, and outcomes for students with complex and diverse needs. The Headteacher will uphold and advance the school's ethos, values, and commitment to inclusion, while promoting excellence in teaching, safeguarding, and the holistic development of all learners.

Key Responsibilities:

Strategic Leadership

- Develop and articulate a clear and ambitious vision for the school.
- Lead on school improvement planning and strategic development.
- Promote a culture of high expectations, respect, and personalised learning.

Educational Excellence

- Ensure the curriculum meets the wide-ranging needs of students with SLD, PMLD, and ASC.
- Champion evidence-based approaches to special education and inclusive practice.
- Monitor and evaluate teaching and learning, driving continuous improvement.

Pupil Wellbeing and Safeguarding

- Be the Designated Safeguarding Lead or work closely with the DSL to ensure effective safeguarding policies.
- Promote the physical and emotional wellbeing of pupils, ensuring they are safe, valued, and supported.
- Foster an inclusive and therapeutic environment that supports positive behaviour and relationships.

Staff Leadership and Development

- Lead, inspire, and manage a multidisciplinary team, including teaching, therapy, and support staff.
- Promote professional development and well-being for all staff.
- Build leadership capacity across the school.

Partnerships and Community Engagement

- Work collaboratively with parents, carers, external agencies, and the wider community.
- Strengthen partnerships with local authorities, SEND services, health professionals, and educational networks.

Operational and Financial Management

- Oversee the effective use of resources, including the school budget, staffing, and facilities.
- Ensure statutory compliance and effective risk management.
- Report regularly to the governing body on progress, challenges, and opportunities.

Person Specification – Headteacher

Essential Qualifications and Experience:

- Qualified Teacher Status (QTS)
- Substantial senior leadership experience within a special school or specialist provision
- Proven experience of working with pupils with ASC
- Experience in developing and leading effective teams
- Evidence of whole school improvement and strategic leadership

Desirable:

- National Professional Qualification for Headship (NPQH) or equivalent
- Experience of working with pupils with SLD and/or PMLD
- Experience as a Designated Safeguarding Lead
- Experience of working with external stakeholders (e.g., health, social care)

Knowledge and Skills:

- Deep understanding of the needs of learners with SLD, PMLD, and ASC
- Knowledge of current SEND legislation, safeguarding policy, and the SEND Code of Practice
- Ability to lead curriculum innovation and personalised learning approaches
- Strong analytical and problem-solving skills
- Effective budget and resource management
- Excellent interpersonal and communication skills

Personal Attributes:

- Visionary and compassionate leader
- Committed to inclusive education and the rights of children and young people
- Resilient, adaptable, and reflective
- Collaborative and community-minded
- High level of integrity and professionalism