



THE ROLE OF THE HEAD TEACHER

The Head Teacher will be the leading professional and role model within the school community, responsible for the overall leadership, management and development of Moorlands School.

The Head Teacher will have operational control and strategic oversight of all aspects of the business of running an independent school, a strategy that needs to be grounded in the context of a challenging market and rapidly shifting educational landscape, ensuring Moorlands is well positioned to seize opportunities and respond to changes in the educational, political, economic and social spheres.

The role also covers ensuring the maintenance of the school's caring and supportive environment; fostering a positive school culture and maintaining strong relationships with pupils, parents, staff, governors and the wider community.

Key responsibilities

Leadership

- Provide visionary leadership and strategic direction for the school.
- Ensure the School's ethos and values are upheld and promoted.
- Develop the School's strategic vision in collaboration with the governing body and implement the School's development plan.
- Oversee the School's budget and financial planning.
- Seek opportunities for additional funding and revenue.
- Lead the marketing and promotion of the School to ensure pupil recruitment meets targets.
- Develop and maintain strong working relationships with governors and with MIST.

Operational Management

- Motivate and inspire a high-performing senior leadership team and demonstrate a clear commitment to the continuing professional development of colleagues.
- Develop leadership at all levels, championing an open and collegial culture in which staff are empowered to take initiative and ownership.
- Work closely with the Business Manager to ensure the effective financial and operational management of the school.
- Continue to recruit and retain excellent staff across the teaching, pastoral and support staff.
- Ensure compliance with all regulatory requirements and standards.

Teaching and Learning

- Promote excellence in teaching and learning, ensuring a high-quality educational experience for all pupils.
- Oversee the development of the curriculum and teaching methods to ensure they meet the needs of all students and promote academic excellence.
- Foster a culture of continuous improvement and professional development among staff.
- Lead by example in staying abreast of sector developments in teaching and learning, and using this, constantly review and improve the provision at Moorlands.

**HEADTEACHER
JOB DESCRIPTION & PERSON SPECIFICATION**



**Moorlands
School**

Pastoral Care

- Further enrich Moorlands outstanding pastoral care, and ensure that the well-being, safety and happiness of all pupils remains at the heart of all decision making.
- Promote a positive and inclusive school environment.
- Address the individual needs of all pupils, including those with special educational needs.

Community Engagement

- Be a dynamic, compelling and authentic ambassador for Moorlands, effectively advocating the school's vision, aims and ethos such that the school continues to recruit strongly.
- Build strong relationships with parents, governors, the local community, MIST and other stakeholders.
- Lead the School's outreach efforts ensuring the School retains an active and positive role within the wider community.
- Champion the School's academic results and overall achievements in all areas of school life, building on pupils individual skills and providing appropriate support for all.

Person Specification

The ideal candidate will possess the following experience, skills and attributes:

Educational Leadership

- Significant and successful senior leadership experience within a primary or preparatory school setting.
- Experience across the whole primary provision, including EYFS
- Strong understanding of the primary curriculum and assessment methods
- Ability to develop and implement strategic plans
- Proven track record of improving pupil outcomes and school performance
- Strong leadership and management skills, with the ability to inspire and motivate others
- Excellent communication and interpersonal skills
- Dedication to fostering both academic achievement and personal development in pupils.
- A forward-thinking approach to education leadership, with the ability to implement new ideas and initiatives.
- Qualified Teacher Status.

Business Leadership

- Experience of operating schools as businesses
- The understanding and skills to manage the school's finances effectively
- The knowledge to market the school effectively
- A commitment to meeting performance and environmental goals
- The ability to develop staff as well as pupils
- The knowledge to plan for the long term.
- A commitment to engaging with the local community and building strong relationships with parents and other stakeholders.

Personal Attributes

- High levels of integrity, resilience, and emotional intelligence
- Commitment to the School's ethos and values
- A genuine passion for education and a commitment to continuous improvement

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- The ability to articulate the School's vision and values effectively to all stakeholders.
- Ability to build positive relationships with pupils, staff, parents, and the wider community
- A proactive and innovative approach to problem-solving
- A highly visible leader with energy and ambition to inspire and motivate.
- Strong personal drive with energy, decisiveness and stamina to hold in balance the different aspects of the role.