



Job Description and Person Specification

POST IDENTIFICATION

Post Title:	Headteacher
Grade:	Leadership
Directorate:	Education
Division:	Schools
Location:	Pen-y-Cwm Special School
Responsible to:	Governing Body of Pen-y-Cwm Special School

INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership 2018. The Headteacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

- 1) Professional entitlement
- 2) Welsh language and culture
- 3) Rights of learners
- 4) Literacy, numeracy and digital competence
- 5) The professional learner
- 6) The system role

The post holder is required to undertake the professional responsibilities of a Headteacher as specified in the School Teachers' Pay and Conditions Document.

JOB PURPOSE

To develop a clear vision for the school, in partnership with all school stakeholders, providing the professional leadership required to enable all staff to support learners achieve their full potential. This should be achieved in accordance with the policies of the governing body, and the priorities set out in both local and national education strategies.

KEY AREAS

Pedagogy

1. Be accountable for supporting the pedagogy of others by creating and sustaining the conditions to realise the four purposes for learners and achieve the best for them in terms of well-being, standards and progress.

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| 2. Be accountable for developing strategies, structures and systems, with all school stakeholders, to ensure that the school is working effectively towards realising the school's shared vision and achieving sustained school improvement, to enable the achievement of the four purposes of learning, taking account of national and local circumstances, policies and initiatives. |
| 3. Motivate and work with others to create and sustain a school ethos and learning environment conducive to effective learning. |
| 4. Ensure the organisation and delivery of the curriculum and implementation of a range of pedagogic approaches within the school, to support high quality teaching and learning and the delivery of the curriculum in Wales. |
| 5. Ensure a consistent and continual school wide focus on all learners' wellbeing, experience and achievement, establishing a culture that values learners' views in informing all stages of learning and school experience. |
| 6. Be responsible for the development of policies and practices, in collaboration with the relevant stakeholders, that promote the Welsh language and culture and that develop learners' bilingual skills as appropriate. |
| 7. Enable the development of the four purposes for learning through the creation of structures and systems that support planning and emphasise the disciplines of different areas of learning in context, to secure highly effective teaching and learning. |
| 8. Develop and implement effective systems to monitor and evaluate the impact of learning experiences and learners' progress to bring about sustained improvement. |
| 9. Demonstrate accountability for learner wellbeing and outcomes by working with all relevant stakeholders to ensure the wellbeing and achievement of all learners is valued and evident throughout the school. |
| 10. Develop inclusive strategies, structures policies and systems, in collaboration with relevant stakeholders, that enable all learners to gain full access to opportunities to achieve and ensure their individual learning needs are met. |
| 11. Promote and ensure equity in academic, vocational and experiential learning routes. |
| 12. Develop and articulate a coherent, understandable and accurate account of the school's performance, to a range of partners, including parents and governors, ensuring this incorporates learner wellbeing and progress. |
| 13. Manage the effective communication and implementation of recommendations arising from reports, including the outcomes of school self-evaluation and external inspection by Estyn, in order to drive and sustain school improvement. |
| 14. Collaborate with all school stakeholders to build a school climate and learning culture which reflects the richness and diversity of the school's community, including Welsh Language and culture. |

** Contribute, as appropriate, to the teaching in the school.*

Collaboration

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| 15. Establish a climate of mutual support and effective collaboration both within and beyond the school to develop, enhance and share effective pedagogy. |
| 16. Establish a collaborative learning culture within the school and actively engage with other educational establishments, to build effective learning communities. |
| 17. Promote and facilitate effective collaboration with employers, business, government and other educational professionals to encourage innovative approaches and support and improve every day practice of the learning organisation. |

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| 18. Establish and build partnerships within school and across schools to share best practice and support school improvement for mutual benefit in terms of high quality and flexible support to develop professional practice. |
| 19. Work with the governing body, so that it is able to meet its responsibilities in supporting effective learning and teaching and sustained school improvement. |
| 20. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively. |
| 21. Establish effective and open relationships with parents, carers and the wider local community to actively engage them with learners' wellbeing, experience and progress and ensure the school plays a central role in the community. |
| 22. Collaborate with other agencies, including the local authority, in providing for wellbeing of learners and their families. |
| 23. Develop a school-wide commitment to continuous improvement and sustainable development through actively promoting and facilitating collaborative opportunities for all staff, accurately identifying areas of concern and taking appropriate action to support and secure improved performance. |

Professional Learning

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| 24. Create an environment in which professional learning is valued, has impact upon pedagogy and supports professional growth across the learning community within and beyond the school. |
| 25. Ensure sustained and focused professional learning for all staff, including self, framing professional growth within pedagogic practice, learner experiences and outcomes. |
| 26. Develop a culture that supports growth and leadership at all levels by developing and nurturing leadership potential in others, and contributing to opportunities available, to build the leadership capacity of the school. |
| 27. Establish professional networks and communities to enable the school to play an active role in the widest education community contributing to the training of future teachers and other adults who work with learners and developing practice orientated research. |

Innovation

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| 28. Coordinate innovation with all relevant stakeholders, to ensure the school embraces and benefits from evidence-based approaches to innovation aligned to the long-term vision for Wales. |
| 29. Establish a long-term programme of evidence-based approaches to innovation that aim to meet challenges, manage change and take learning forward effectively to improve wellbeing and outcomes. |
| 30. Create a culture where expertise, experience and pedagogical practice is continually developed and shared within and across schools. |
| 31. Develop a culture where evidence derived from innovative practice is used to evaluate the impact of changes, both within and beyond the school community. |

Leadership

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| 32. Work with the school community to bring coherence, clarity and a shared commitment to realising the pedagogical vision for the benefit of learners, colleagues and the wider community in Wales. |
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| 33. Work with relevant stakeholders to ensure that strategic planning reflects the diversity, values, experience and context of the school and the community at large. |
| 34. Ensure, with the support and input of the governing body, the school is compliant with all internal, local and national policies. |
| 35. Create a culture in which others can grow professionally. |
| 36. Develop and nurture leadership potential in others at all levels to build the leadership capacity of the school and inspire future leaders. |
| 37. Develop, empower and sustain effective individuals and teams through distributed leadership, encouraging reflective practice. |
| 38. Build effective networks to share professional knowledge, research and practical expertise that enables both the school and other schools to benefit through mutual collaboration. |

Managing the school

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| 39. Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities, in collaboration with the relevant stakeholders. |
| 40. With the support of the governing body, manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations. |
| 41. Make effective use of the support and challenge provided by the local authority, regional consortium and other relevant bodies. |
| 42. Work with the governing body to manage the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals. |
| 43. Monitor, evaluate and review, in collaboration with the governing body, the range, quality and use of all available resources to improve the quality of education for all learners and to secure value for money. |
| 44. Work with relevant stakeholders to develop and implement strategies that ensure a safe, calm and well-ordered environment for all learners and staff and secure high standards of behaviour and attendance, resulting in successful conditions for learning. |

PERSON SPECIFICATION

S = Shortlisting criteria

Please note, shortlisting criteria may also be tested at assessment stage

	ESSENTIAL	DESIRABLE
QUALIFICATION	<p>Qualified teacher status (S)</p> <p>NPOH for new Headteacher (S)</p> <p>Degree (S)</p> <p>Current EWC registration</p>	<p>Further qualifications and/or professional studies relevant to the age-range. (S)</p>
KNOWLEDGE and EXPERIENCE	<p>Significant recent experience as a Headteacher or Deputy Headteacher of a Primary/Secondary/Special School (S)</p> <p>Proven success in a range of strategic roles including, self-evaluation, data analysis and school improvement planning (S)</p> <p>Knowledge and understanding of the current Welsh Educational context and the National Mission (S)</p> <p>Knowledge of best practice and procedures for safeguarding children and young people</p> <p>Proven experience of monitoring, evaluating and reviewing performance in order to raise achievement for all groups of pupils.</p> <p>Up-to-date knowledge and understanding of what constitutes excellent teaching and learning and how to implement it (S)</p> <p>Knowledge of effective strategies and procedures relating to professional learning and performance review.</p> <p>Successful experience of managing change</p> <p>Experience of building effective relationships with governors, parents and the wider community (S)</p>	<p>Experience of health and safety management</p>

	ESSENTIAL	DESIRABLE
SKILLS	<p>Ability to articulate and communicate a clear vision of high quality educational provision for the school (S)</p> <p>Strategic management ability including staff, financial and material resources and planning (S)</p> <p>Ability to lead, manage and motivate staff and pupils to achieve high standards</p> <p>Successful experience of providing for pupils with additional learning needs.</p> <p>Ability to build a strong network of collaborative relationships and partnerships with other schools, education professions and appropriate external organisations (S)</p> <p>Ability to communicate and develop links effectively, both orally and in writing with a range of audiences. (S)</p> <p>High level of personal skill in using and applying information and communication technology (ICT)</p> <p>Good organisational abilities and ability to delegate.</p>	
PERSONAL ATTRIBUTES	<p>The ability to be resilient under pressure and remain positive and enthusiastic.</p> <p>A commitment to continuous professional learning for both self and others</p> <p>A commitment to promote the wellbeing of all members of the school community</p> <p>A commitment to the promotion of the Welsh language and culture</p> <p>Ability to demonstrate sound and balanced judgement, decisiveness and flexibility</p>	

	ESSENTIAL	DESIRABLE
	Integrity, loyalty and sensitivity	
OTHER REQUIREMENTS	<p>This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service. (DBS)</p> <p>Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council</p>	
WELSH LANGUAGE REQUIREMENT	Welsh language Level 1 skills are essential and candidates should either possess the relevant skills or be prepared to learn them when appointed to the post (I).	

	Level 0	Level 1 Entry	Level 2 Foundation	Level 3 Intermediate	Level 4 Advanced	Level 5 Proficiency
Listening/Speaking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading/Understanding	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please see "[Welsh Language Skills Guidelines](#)" on the Blaenau Gwent website for further information on the above levels.