

# RAVENSHALL HEADTEACHER POST

The Governing Body of Ravenshall School is seeking to recruit a suitably experienced and exceptional candidate to be its new Headteacher. We aim to appoint a dynamic and inspirational leader to continue to develop Ravenshall School as a Centre of Excellence in providing an outstanding provision for all its learners.

The vacancy has arisen as our current Headteacher is leaving after 10 extremely successful years at the school where, under her leadership the school has become an outstanding, all-through Specialist Provision which serves the needs of children and young people aged 4-19 who have complex needs and disabilities.

The successful candidate will build on the successes already achieved and secure the aspirational goals we have for our learners. We need a leader with a strong moral purpose who is passionate about the progression and holistic development of pupils with learning difficulties and a wide range of medical and complex needs, communication difficulties and SEMH needs.

We require a Headteacher who:

- has NPQH and other relevant Leadership qualifications
- is experienced in successfully leading and managing a dedicated and talented team of staff
- is committed to providing an Outstanding and bespoke education which is personalised to meet the needs of every learner
- is confident to lead an all through Special School encompassing the demand of a curriculum which covers KS1 to Post 16
- can continue to lead and develop staff, taking them into the next phase of professional collaboration and workforce development.

To be considered for this role, you will have a proven track record of strong leadership qualities and skills, be a strategic thinker with a 'can do' approach and have the ability to inspire, enthuse and motivate. You will be leading a brilliant staffing team with a passion for continuous improvement. It is essential too, that you have a sound knowledge, understanding and prior experience of working with children and young people with SEND.

If you are interested in this exciting opportunity to become the next Headteacher of Ravenshall School and if this sounds like your ideal role, please apply now.

We welcome applicants to attend a carefully planned tour of the school. Tours will be held on Wednesday 10th February at 4pm & Thursday 11th February at 4pm. For those who would prefer a virtual tour, this can be found on our website.

Closing date for applications is Midday Friday 26th February 2021.

# ABOUT THE ROLE

## ETHICS AND PROFESSIONAL CONDUCT

The Headteacher will:

- build relationships rooted in mutual respect, and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law
- serve in the best interests of all pupils at Ravenshall School
- conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen
- uphold their obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for their own continued professional development, engaging critically with educational research
- make a positive contribution to the wider education system

## SCHOOL CULTURE

The Headteacher will:

- establish and sustain Ravenshall school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- create a culture where pupils and learners experience a positive and enriching school life

# ABOUT THE ROLE

- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- ensure a culture of high staff professionalism

## TEACHING, CURRICULUM AND ASSESSMENT

The Headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains
- ensure effective use is made of formative assessment
- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

## BEHAVIOUR

The Headteacher will:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy

# ABOUT THE ROLE

- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within Ravenshall school model and teach the behaviour of a good citizen

## SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

The Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND Code of Practice

## PROFESSIONAL DEVELOPMENT

The Headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning
- uphold the principles of a National Support School

# ABOUT THE ROLE

## WORKING IN PARTNERSHIP

The Headteacher will:

- forge constructive relationships beyond the school, working in partnership with parents, carers and the local community
- commit their school to work successfully with other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils

## ORGANISATIONAL MANAGEMENT

The Headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds
- ensure staff are deployed and managed well with due attention paid to work load
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently
- ensure rigorous approaches to identifying, managing and mitigating risk

## CONTINUOUS SCHOOL IMPROVEMENT

The Headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

# ABOUT THE ROLE

## GOVERNANCE AND ACCOUNTABILITY

The Headteacher will:

- understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

