



Job Title: Headteacher – Island Learning Centre

Salary Scale: L18 to L24 (£71,729 - £83,081) + up to 10% for the right candidate

General job expectations and accountabilities:

The Headteacher must work in accordance with the Headteacher Standards (2020) and The Seven Principles of Public Life, known as the Nolan Principles. The Management Committee is looking for a Headteacher who is:

- Young person focused
- Able to create the team to drive leadership forward
- Aspiring for the highest possible standards for our young people
- Committed to a therapeutic, trauma informed approach
- Leading by example and inspiring others

This Job Description and Person Specification are therefore written in alignment with the national standards that underpin the core purpose and key areas of headship.

Safeguarding Responsibility:

Ensuring that all young people are kept safe and that the ILC adheres to KCSiE

Financial Management Responsibility:

Advising the Management Committee on the centre's annual budget and the budget revision as appropriate.

Accountable to: The Management Committee of The Island Learning Centre.

As our Headteacher you will focus and deliver on the following:

Culture and ethos

- Establish the ILC's ethos and strategic direction in partnership with the management committee and through consultation with the school community
- Uphold ambitious educational standards which prepare young people from all backgrounds for their next phase of education and life
- Promote positive and respectful relationships across the ILC community maintaining a safe and inclusive environment
- Implement consistent, fair and respectful approaches towards each other, through trauma-informed / therapeutic approaches
- Ensure staff have access to high-quality, sustained professional development opportunities from beyond the ILC, to build capacity and support succession planning and continued school improvement.

Curriculum and teaching

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how young people learn
- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught
- Ensure that all young people are taught to read through the provision of evidence-informed approaches to reading, particularly the use of early reading schemes
- Ensure the school holds ambitious expectations for all young people with and without additional and special educational needs and disabilities
- Introduce a strengths-based assessment system, which enables young people to progress onto the next stage of their education, training and or employment.

Organisational effectiveness

- Ensure the protection and safety of young people and staff through effective therapeutic 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 workload and their wellbeing
- Establish and oversee systems, processes and policies that enable the ILC to operate effectively and efficiently
- Forge constructive relationships beyond the ILC, across the Island, working in partnership with professionals, parents, carers and the local community
- Understand and welcome the role of effective governance through the management committee, upholding their obligation to be accountable and accept responsibility.

Person Specification

This Person Specification should be read in conjunction with:

- The Job Description for this role
- The Headteachers Standards (2020)
- The Seven Principles of Public Life, known as the Nolan Principles

Essential

- Qualified teacher status
- To be an advocate for all young people and ambassador for the centre, our families, the Island and wider community, other schools and agencies
- Welcoming, approachable and an active listener with excellent interpersonal skills and ability to communicate with all stakeholders.
- Successful experience of trauma-informed approaches with examples
- Evidence of continued professional development
- Excellent presentation skills, including ICT skills
- Evidence of innovation and managing change
- Recent senior leadership experience in an educational setting
- Experience & evidence of leading effective school improvement
- Experience & evidence of being a strong teacher
- Experience of successfully supporting young people on the next stage of their education/training/employment
- Experience of continued professional development of all staff, which leads to greater performance and consideration of staff wellbeing
- Experience of developing successful teams to deliver a shared vision
- Experience of leading high-quality inclusive teaching, learning and assessment
- Strong knowledge of SEND
- A good understanding of the local and national educational landscape
- Experience in using a range of evidence to monitor and raise the standards of teaching and learning
- Understanding of school finances
- Good understanding and application of KCSIE
- Thorough understanding of safeguarding practices and safer recruitment
- Understanding of the importance of multi-agency working

Desirable

- Experience of being a SENCO
- Experience of managing the learning needs of young people with SEND
- Experience of working with young people who could be emotionally dysregulated
- Experience of delivering successful outreach
- Experience of teaching young people with medical needs
- Experience of being a designated safeguarding lead
- Experience of being a designated teacher for looked-after children

The stated duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities from time to time, consistent with the status and the role assigned to them by the Management Committee.