IRON

Inclusive, Resilient, Open, Nurturing

Job Description

Headteachers Standards (2020)

Headteachers are both the leading professional in their workplace and role models for the communities they serve. Their leadership is a significant factor in ensuring high quality teaching and achievement in schools and a positive and enriching experience of education for pupils.

Parents and the wider public rightly hold high expectations of headteachers, given their influential position leading the teaching profession and on the young people who are their responsibility. The headteachers' standards set out how headteachers meet these high expectations.

The Role of the Headteacher

The Headteacher occupies an influential position in society and shapes the teaching profession. Their values and ambitions determine the achievements of schools. The Headteacher is accountable for the education of current and future generations of children. The strategic direction and development of the school stem from the educational mission of the Trust. The Headteacher will ensure that their leadership demonstrates commitment to promoting and developing the school's distinctive identity through the search for excellence in all areas of its work.

Their leadership has a decisive impact on the quality of teaching and pupils' achievements in the nation's classrooms. The Headteacher leads the school community in promoting positive attitudes to learning amongst pupils and staff which stem from respect for all.

Headteachers lead by example. They minimise unnecessary teacher workload and provide high-quality continuous professional development opportunities for staff. The Headteacher secures a climate for the exemplary behaviour of pupils. Their relationship with pupils, parents/carers, governors, and staff demonstrate a belief in their unique contribution as individuals, valued and respected as equals. They are proactive in securing their own development and that of others. Principles such as justice, truth, respect, and reconciliation are at the heart of our Trust's life and work. The Headteacher is responsible for ensuring that such principles are priorities for the school and are evident in its organisation and management.

The Headteacher is responsible for setting standards and expectations for high academic standards within their own school and supporting other members of our Trust in their own endeavours. They recognise differences and respect cultural diversity within contemporary Britain. A belief that community and school are interdependent and that engagement with the community promotes school development is demonstrated in their actions.

Headteachers and those responsible for governance, are guardians of the nation's schools' responsibilities. The Headteacher, Board of Trustees and Local Academy Committee are responsible to the Department for Education in accordance with the Instrument of Government/ Articles of Association. The Headteacher is accountable to the Board of Directors, Local Academy Committee, parents/carers, and the school community for the fulfilment of the Trusts mission and its educational success.

Ethics and professional conduct

Headteachers are expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

Headteachers always uphold and demonstrate the Seven Principles of Public Life. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

Headteachers uphold public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, headteachers:

- build relationships rooted in mutual respect, and always 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

As leaders of their school community and profession, headteachers:

- serve in the best interests of the school's pupils
- 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