

Position: Executive Headteacher

Responsible to: Director of Education

Purpose of this role:

The dynamic, forward thinking Executive Headteacher will have oversight of strategic leadership and management, defining and delivering the mission, vision and values of the Trust, and the strategic school development plans, as agreed with the LEC and Director of Education. They will be responsible for ensuring that each school has a robust school development plan and works with Weaver Trust to ensure appropriate school improvement support is in place and evaluated. They will contribute to and support a collaborative, aspirational and innovative culture of learning across the Trust; creating a climate for learning and a system of monitoring and intervention that enables all children to thrive.

Working with the Head of School, the Executive Headteacher will ensure full implementation of Weaver Trust's curriculum, policy and procedures, set and monitor against targets for pupil achievement, and ensure the welfare and safety of all children from all groups, including their safeguarding. Ensuring each school has effective behaviour management strategies in place, the Executive Head will oversee the monitoring of attendance, exclusions and behaviour.

Embedding collaboration, learning and joint working, the Executive Headteacher will ensure leadership at all levels has a direct impact on strategic school improvement, focusing on pupil outcomes. This will include Resourced Base Provisions for pupils with complex and specific needs, Nursery, and before and after school provisions.

Working with finance and Head of School, the Executive Headteacher will ensure effective use of the school budget.

The Executive Headteacher will ensure that Weaver Trust's ethos and values are deeply embedded and visible amongst pupils, families and staff, and that the schools ensure all groups of pupils achieve.

Ensuring relationships with Weaver Trust, local authority and other appropriate agencies will be well managed, the Executive Headteacher will promote and represent Weaver Trust in the community and beyond.

Main duties and responsibilities:

1. Promote and represent Weaver Trust in schools, communities and beyond;
2. Together with the LEC and Director of Education, design and implement Weaver Trust's strategic school improvement plan, policies and procedures in line with the mission, vision and values of the Trust to enable all children to thrive;
3. Maintain the culture of collaborative, aspirational and innovative culture of learning across the Trust;

4. Working with the Director of Education and Head of School ensure the implementation of the Weaver Trust curriculum, using the pedagogical approaches identified by research to have the greatest impact on attainment and progress;
5. Have oversight and monitor safeguarding, performance management, attendance, exclusions and behaviour, ensuring all policies and procedures are effective and targets are met;
6. Working with Head of School and class teachers to ensure all children are accessing the Weaver Trust curriculum and achieving the best possible outcomes;
7. Promote a culture of inclusion and ensure that the most vulnerable children, including those with special educational needs, have access to learning activities in a safe, nurturing environment;
8. Establish constructive relationships with all stakeholders and interact with them according to individual needs;
9. Set challenging and demanding targets and expectations for pupils and staff;
10. Create and maintain a purposeful, orderly and supportive environment, in accordance with the Trust expectations;
11. Provide detailed and regular feedback to the LEC, Director of Education, CEO and Trustees on achievement, progress, and strategic development.

The duties and responsibilities in this job description are not exclusive or exhaustive and the post holder will be required to complete such duties as may reasonably be expected within the scope and grade of the post.