



Head teacher 2024

Job Title
Head Teacher

Job Purpose

To lead and motivate the school team to provide high quality learning and raise aspirations and achievements for young people. To support the development and delivery of learning and educational engagement with children and young people across the organisation. To support the development of outreach education programmes. To ensure that a trauma-recovery approach is at the heart of the school's work with young people.

Desired Skills and Experience

- Experience and understanding of attachment and trauma in young people and how this impacts on their ability to learn and form positive working relationships;
- Successful leadership and management experience in the secondary school phase;
- Experience of working successfully with staff, parents and students;
- Experience to include: Strategic development of educational environments, successful leadership and management of educational provision, monitoring and evaluation of performance of all staff, monitoring of the quality of teaching and learning, ensuring that all aspects of the schools work is compliant with Independent Schools Standards and that of Ofsted registered schools;
- Experience of producing and implementing clear, evidence-based improvement plans;
- Experience of senior management at deputy level;
- Experience of working in alternative provision or knowledge of the inclusion agenda;
- Experience of SENCo practice, worked closely with a SENCo or be a qualified SENCo;
- Qualified Teacher Status – DfE number;
- Evidence of recent and relevant professional development;
- Detailed knowledge of pastoral support systems and barriers to student engagement;
- Knowledge and understanding of local and national trends in education;
- Knowledge and understanding of school improvement processes;
- Understanding of sharing good practice and working in partnership with other schools;
- The ability to lead and instil a vibrant working environment that promotes high standards of attainment and achievement, student engagement, resilience and independence;
- The ability to lead a culture and ethos of challenge for all, with high expectations for the whole school community and outreach education programmes;
- Well-developed communication, listening and presentation skills



- Excellent self-management skills in time management, prioritising, planning, preparation and delivery;
- The ability to motivate staff and students whilst inspiring and giving respect;
- The ability to acknowledge and recognise best practice and use it as a basis for further development;
- Demonstrates skills of appropriate delegation;
- The ability to work under pressure;
- A person of integrity who inspires trust and loyalty;
- Commitment to an inclusive school and the pursuit of excellence;
- A flexible approach to accommodate the changing needs of school and community;
- Have the drive, passion and resilience to work with the most vulnerable young people in education, ensuring that they have a positive experience and high quality onward routes from the school.

Responsibilities

- Lead on LPW school strategy and support wider Company's education strategy.
- To quality assure the work of the school and all of its partners who engage with the young people in the school
- Compliance with the educational standards set out in the independent school standards documents and the Ofsted common inspection framework.
- Support LPW's board (ie governing body) to function effectively as an education provider
- To develop new educational business opportunities and partnerships for the school and the broader company
- To develop the relationship with local authorities and other external providers and commissioners
- Recruitment, performance management and retention of staff within the school
- Support and develop the staff within the school so they are able to deliver the best possible outcomes for the pupils in the school
- To ensure that there is a keen balance between the educational and therapeutic interventions within the school and outreach education programmes and that these are monitored and effective
- Line manage and support the Deputy Head Teacher/s and the senior management team
- As the named Designated Safeguarding Lead for the school; take the lead responsibility for safeguarding and child protection across the school (including online safety) in line with the Department for Education's (DfE) statutory guidance for schools and colleges
- Comply with safeguarding and child protection requirements and where appropriate, undertake reporting, in accordance with agreed criteria, to ensure every child's well-being and health and safety;
- Any other duties that may be required from time to time.



Accountable to
Chief Executive Officer

Accountable for

Deputy Head Teacher/s
SENCo
Data and Exams Officer

You will have the opportunity to work for a community interest company that has a social mission at its core and drives the way we undertake business. In addition, we have an range of benefits such as a 4% employer contribution to our pension scheme, travel loans, childcare vouchers (where applicable) and a cycle to work scheme, free employee assistance program, paid-for learning and development opportunities and clinical supervision with trauma informed therapeutic practitioners. LPW is a Living Wage, and Disability Confident employer. We are an equal opportunities organisation and welcome applications from all suitably qualified candidates.

To apply please complete the recruitment application form that can be found on our website at www.lpw.org.uk explaining your motivation for applying for the post, and send this to recruitment@lpw.org.uk. **Please note that any CVs received without an accompanying recruitment application form will not be considered for interview.**