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**HEADTEACHER**

**Start date:** 1st September 2025

**Salary**: L15 (£71,523) – L21 (£82,868)

**Post ID:** L21340001

**Aspire, Believe, Achieve**

Fawr Primary School is a thriving and inclusive school, nestled at the heart of the community, where every child is valued, supported and inspired to achieve their full potential. The school prides itself on its warm, friendly atmosphere, strong partnership with parents and carers and a dedicated team of staff who are committed to delivering high quality education and believe in great academic aspirations for all children.

The school’s curriculum is engaging, creative and designed to develop confident, resilient learners who are prepared for the future. With excellent facilities, spacious outdoor areas and a strong emphasis on wellbeing, Goytre Fawr Primary School provides a nurturing environment where every child can flourish both academically and personally.

The forest school provides an attractive and stimulating learning environment within the grounds of the school; the sessions help children to develop an understanding and knowledge of the woodland environment and promote confidence, thinking and problem-solving skills, self-esteem and life skills.

The Asymmetric Week, introduced in September 2023, gives staff opportunities for professional learning and development which will lead to higher quality teaching and improved learning outcomes for our children.

Following the retirement of our successful Headteacher, the Governing Body are keen to recruit a passionate, inspirational and outstanding leader to continue to develop the school’s vision and ethos, set high expectations and place a strong emphasis on empowering staff and pupils alike. We welcome applications from both existing headteachers and experienced senior leaders seeking their first headteacher appointment, who can bring the necessary skills, drive and enthusiasm to lead our school.

Our children would like a headteacher who is:

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| **Kind** | **Fair** | **Funny** | **Caring** | **Sometimes strict** | **Smart** |
| **Supportive** | **Good storyteller** | **Matches our values** | **Creative** | **Listens to pupils’ opinions** | **Good listener** |
| **Not judgemental** | **Inspiring** | **Enthusiastic** | **Good motivator** | **Confident** | **Flexible** |

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| **Post Title:** | Headteacher |
| **Post ID:** | L21340001 |
| **Contract Type:** | Permanent |
| **Grade:** | Teachers’ Pay Scale Leadership L15 – L21  £71,523 - £82,868 |
| **Hours:** | Full time (32.5 hours) |
| **Start date:** | 1st September 2025 |
| **Work pattern:** | Monday to Friday in accordance with the School Teachers’ Pay and Conditions document |
| **Disclosure and Barring Service (DBS) check:** | Appointment to this post is exempt from the Rehabilitation of Offenders Act and is subject to and Enhanced with Children Barred List Check |
| **Welsh language:** | Welsh language skills are desirable |
| **Safeguarding:** | Child and Adult Protection are key priorities for the School and Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. You are responsible for playing your part in the well-being, safety and protection of children and adults at risk. You will have a responsibility to participate in training to the appropriate level of safeguarding and have a duty to fulfil your personal responsibilities for safeguarding. |
| **Closing date for applications:** | Friday 28th March (midday) |
| **Interview dates:** | Tuesday 8th April and Wednesday 9th April 2025 |

Candidates are welcome to visit Goytre Fawr Primary School on Monday 17th March and Tuesday 18th March. Please contact Richard Morgan, Chair of Governors, via email [morganr628@hwbcymru.net](mailto:morganr628@hwbcymru.net)

**Monmouthshire County Council values:**

Our purpose is underpinned by a clear sense of who we are as an organisation.  We expect people who work with us to share a strong value set and expect that these are evident in the ways in which we work and engage with our communities.

* Teamwork: we will work with you and our partners to support and inspire everyone to get involved.  We will make the best of the ideas, and resources available to make sure we do the things that most positively impact our people and places.
* Openness: we are open and honest.  People have the chance to be involved and tell us what matters.
* Flexibility: we are flexible, enabling delivery of the most effective and efficient services.  This means a genuine commitment to working with everyone to embrace new ways of working.
* Fairness: we provide opportunities for people and communities to thrive.  We will always try to treat everyone fairly and consistently.
* Kindness: we will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

**To apply for this post please complete an application form via:** [**https://www.monmouthshire.gov.uk/jobs-employment-2/**](https://www.monmouthshire.gov.uk/jobs-employment-2/)

**Please note that we are not able to accept CVs.**

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

This post requires registration with the EWC - Education Workforce Council.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community.

**Job Description**

POST IDENTIFICATION

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| **Post Title:** | Headteacher |
| **Grade:** | Leadership L15-21 |
| **Directorate:** | Education |
| **Division:** | Schools |
| **Location:** | Goytre Fawr Primary School |

INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership 2018. The Headteacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

1. Professional entitlement
2. Welsh language and culture
3. Rights of learners
4. Literacy, numeracy and digital competence
5. The professional learner
6. The system role

The post holder is required to undertake the professional responsibilities of a Headteacher as specified in the School Teachers’ Pay and Conditions Document.

JOB PURPOSE

To develop a clear vision for the school, in partnership with all school stakeholders, providing the professional leadership required to enable all staff to support learners achieve their full potential. This should be achieved in accordance with the policies of the governing body, and the priorities set out in both local and national education strategies.

KEY AREAS

**Pedagogy**

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| 1. Be accountable for supporting the pedagogy of others by creating and sustaining the conditions to realise the four purposes for learners and achieve the best for them in terms of well-being, standards and progress. |
| 1. Be accountable for developing strategies, structures and systems, with all school stakeholders, to ensure that the school is working effectively towards realising the school’s shared vision and achieving sustained school improvement, to enable the achievement of the four purposes of learning, taking account of national and local circumstances, policies and initiatives. |
| 1. Motivate and work with others to create and sustain a school ethos and learning environment conducive to effective learning. |
| 1. Ensure the organisation and delivery of the curriculum and implementation of a range of pedagogic approaches within the school, to support high quality teaching and learning and the delivery of the curriculum in Wales. |
| 1. Ensure a consistent and continual school wide focus on all learners’ wellbeing, experience and achievement, establishing a culture that values learners’ views in informing all stages of learning and school experience. |
| 1. Be responsible for the development of policies and practices, in collaboration with the relevant stakeholders, that promote the Welsh language and culture and that develop learners’ bilingual skills as appropriate. |
| 1. Enable the development of the four purposes for learning through the creation of structures and systems that support planning and emphasise the disciplines of different areas of learning in context, to secure highly effective teaching and learning. |
| 1. Develop and implement effective systems to monitor and evaluate the impact of learning experiences and learners’ progress to bring about sustained improvement. |
| 1. Demonstrate accountability for learner wellbeing and outcomes by working with all relevant stakeholders to ensure the wellbeing and achievement of all learners is valued and evident throughout the school. |
| 1. Develop inclusive strategies, structures policies and systems, in collaboration with relevant stakeholders, that enable all learners to gain full access to opportunities to achieve and ensure their individual learning needs are met. |
| 1. Promote and ensure equity in academic, vocational and experiential learning routes. |
| 1. Develop and articulate a coherent, understandable and accurate account of the school’s performance, to a range of partners, including parents and governors, ensuring this incorporates learner wellbeing and progress. |
| 1. Manage the effective communication and implementation of recommendations arising from reports, including the outcomes of school self-evaluation and external inspection by Estyn, in order to drive and sustain school improvement. |
| 1. Collaborate with all school stakeholders to build a school climate and learning culture which reflects the richness and diversity of the school’s community, including Welsh Language and culture. |

*\* Contribute, as appropriate, to the teaching in the school.*

**Collaboration**

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| 1. Establish a climate of mutual support and effective collaboration both within and beyond the school to develop, enhance and share effective pedagogy. |
| 1. Establish a collaborative learning culture within the school and actively engage with other educational establishments, to build effective learning communities. |
| 1. Promote and facilitate effective collaboration with employers, business, government and other educational professionals to encourage innovative approaches and support and improve every day practice of the learning organisation. |
| 1. Establish and build partnerships within school and across schools to share best practice and support school improvement for mutual benefit in terms of high quality and flexible support to develop professional practice. |
| 1. Work with the governing body, so that it is able to meet its responsibilities in supporting effective learning and teaching and sustained school improvement. |
| 1. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively. |
| 1. Establish effective and open relationships with parents, carers and the wider local community to actively engage them with learners’ wellbeing, experience and progress and ensure the school plays a central role in the community. |
| 1. Collaborate with other agencies, including the local authority, in providing for wellbeing of learners and their families. |
| 1. Develop a school-wide commitment to continuous improvement and sustainable development through actively promoting and facilitating collaborative opportunities for all staff, accurately identifying areas of concern and taking appropriate action to support and secure improved performance. |

**Professional Learning**

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| 1. Create an environment in which professional learning is valued, has impact upon pedagogy and supports professional growth across the learning community within and beyond the school. |
| 1. Ensure sustained and focused professional learning for all staff, including self-framing professional growth within pedagogic practice, learner experiences and outcomes. |
| 1. Develop a culture that supports growth and leadership at all levels by developing and nurturing leadership potential in others, and contributing to opportunities available, to build the leadership capacity of the school. |
| 1. Establish professional networks and communities to enable the school to play an active role in the widest education community contributing to the training of future teachers and other adults who work with learners and developing practice orientated research. |

**Innovation**

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| 1. Coordinate innovation with all relevant stakeholders, to ensure the school embraces and benefits from evidence-based approaches to innovation aligned to the long-term vision for Wales. |
| 1. Establish a long-term programme of evidence-based approaches to innovation that aim to meet challenges, manage change and take learning forward effectively to improve wellbeing and outcomes. |
| 1. Create a culture where expertise, experience and pedagogical practice is continually developed and shared within and across schools. |
| 1. Develop a culture where evidence derived from innovative practice is used to evaluate the impact of changes, both within and beyond the school community. |

**Leadership**

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| 1. Work with the school community to bring coherence, clarity and a shared commitment to realising the pedagogical vision, learners, colleagues and the wider community in Wales. |
| 1. Work with relevant stakeholders to ensure that strategic planning reflects the diversity, values, experience and context of the school and the community at large. |
| 1. Ensure, with the support and input of the governing body, the school is compliant with all internal, local and national policies. |
| 1. Create a culture in which others can grow professionally. |
| 1. Develop and nurture leadership potential in others at all levels to build the leadership capacity of the school and inspire future leaders. |
| 1. Develop, empower and sustain effective individuals and teams through distributed leadership, encouraging reflective practice. |
| 1. Build effective networks to share professional knowledge, research and practical expertise that enables both the school and other schools to benefit through mutual collaboration. |

**Managing the school**

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| 1. Produce and implement clear, evidence-based improvement plans and polices for the development of the school and its facilities, in collaboration with the relevant stakeholders. |
| 1. With the support of the governing body, manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations. |
| 1. Make effective use of the support and challenge provided by the local authority, regional consortium and other relevant bodies. |
| 1. Work with the governing body to manage the school’s financial and human resources effectively and efficiently to achieve the school’s education priorities and goals. |
| 1. Monitor, evaluate and review, in collaboration with the governing body, the range, quality and use of all available resources to improve the quality of education for all learners and to secure value for money. |
| 1. Work with relevant stakeholders to develop and implement strategies that ensure a safe, calm and well-ordered environment for all learners and staff and secure high standards of behaviour and attendance, resulting in successful conditions for learning. |

PERSON SPECIFICATION

**S = Shortlisting criteria**

**Please note, shortlisting criteria may also be tested at assessment stage**

|  | **ESSENTIAL** | **DESIRABLE** |
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| **QUALIFICATION** | Qualified teacher status (S) 1  NPQH for new Headteacher (S) 2  Degree (S) 3  Current EWC registration (S) 4 | Further qualifications and/or professional studies relevant to the age-range. (S) 13 |
| **KNOWLEDGE and EXPERIENCE** | Significant recent experience as a Headteacher or Deputy Headteacher of a Primary  Proven success in a range of strategic roles including, self-evaluation, data analysis and school improvement planning (S) 5  Knowledge and understanding of the current Welsh Educational context and the National Mission (S) 6  Knowledge of best practice and procedures for safeguarding children and young people  Proven experience of monitoring, evaluating and reviewing performance in order to raise achievement for all groups of pupils.  Up-to-date knowledge and understanding of what constitutes excellent teaching and learning and how to implement it (S) 7  Knowledge of effective strategies and procedures relating to professional learning and performance review.  Successful experience of managing change  Experience of building effective relationships with governors, parents and the wider community (S) 8 | Experience of health and safety management |
| **SKILLS** | Ability to articulate and communicate a clear vision of high quality educational provision for the school (S) 9  Strategic management ability including staff, financial and material resources and planning (S) 10  Ability to lead, manage and motivate staff and pupils to achieve high standards  Successful experience of providing for pupils with additional learning needs.  Ability to build a strong network of collaborative relationships and partnerships with other schools, education professions and appropriate external organisations (S) 11  Ability to communicate and develop links effectively, both orally and in writing with a range of audiences. (S) 12  High level of personal skill in using and applying information and communication technology (ICT)  Good organisational abilities and ability to delegate. |  |
| **PERSONAL ATTRIBUTES** | The ability to be resilient under pressure and remain positive and enthusiastic.  A commitment to continuous professional learning for both self and others  A commitment to promote the wellbeing of all members of the school community  A commitment to the promotion of the Welsh language and culture  Ability to demonstrate sound and balanced judgement, decisiveness and flexibility  Integrity, loyalty and empathetic |  |
| **OTHER REQUIREMENTS** | This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service (DBS). Appointment to this post will be subject to 2 suitable written references.  Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council |  |