



Post: Headteacher



Dear Candidate,

Thank you for showing interest in the role of Headteacher of Ysgol Gynradd Yr Hendy.

The School has a clear a vision. Together all Hendy staff share this vision across the whole school community and create an ethos of close teamwork that is purposefully focused on improving provision and outcomes for all pupils.

The school is a happy, safe and inclusive community with exceptional emphasis on each individual's role and contribution to the school family. We believe this is an exciting opportunity to join a dedicated team in a successful bachelor school. The school's arrangements for the welfare, social and cultural development of all pupils are outstanding. Designing the teaching and learning experiences, around the UN Convention on the Rights of the Child, enables pupils to understand their rights and how to be a good, fair and just citizen.

We want to appoint a motivated, forward-thinking, dynamic and experienced individual who is ready to lead the school to the next chapter. Ysgol Yr Hendy is a Bilingual Primary School catering for pupils aged four to eleven. Over 60% of pupils now receive their education through the medium of Welsh. The school prides itself on their teaching standards as they develop lively and exciting experiences for pupils, such as developing learning in the outer area and also offering pupils competing experiences in 'Carol yr Ŵyl'.

The school is located in the centre of the village of Hendy. The school builds very strong links with parents and is making beneficial progress in developing the capacity of parents to support their own children. The school has positive relationships with parents and the wider community. We have an active and long-standing Parent Teacher Association which runs a variety of fundraising events and offers practical support throughout the year. The school belongs to a cluster of Strade and Bryngwyn schools who work closely together as learning institution.

The school is a safe and stimulating environment with the vision, 'Law yn llaw, gyda'n gilydd, cymaint mwy' at the heart of everything we do. It is an inclusive and exciting learning space where children and staff are encouraged to thrive and succeed. A new building is likely to be on the horizon for Ysgol Yr Hendy pupils. Our staff place a strong emphasis on knowing the child as a well-rounded person, as well as getting to know our families.

If you wish to join our school community and believe you have the skills and talent to lead this successful team, then we would welcome your request. If you would like to visit the school, please contact the Chair of Governors, Gareth Beynon Thomas on goitrefach@yahoo.com or 01792 882569 / 07800 580999.

Yours sincerely,

Mr Gareth Beynon Thomas
Chair of the Governing Body



Closing Date: Monday, 30th January 2023

Shortlisting of candidates: Friday, 3rd February 2023

Interviews: Tuesday & Wednesday, 14th & 15th February 2023



Main Purpose of the Job

The Headteacher is accountable to the Governing Body for the leadership, strategic direction, and operational management of Ysgol Gynradd Yr Hendy in order to ensure that the school's aims are implemented in accordance with the school improvement plan and the policies of the Governing Body. This will provide a secure foundation from which to achieve high standards in all areas of the school's work.

The Headteacher is required to monitor, evaluate, and review the impact of policies, priorities and targets of the school and take timely action, as necessary. The Governing Body of the school is committed to the safeguarding, welfare and safety of pupils and staff. The Headteacher must ensure that the highest priority is given to following the guidance and regulation which safeguard pupils.

Key Tasks / Responsibilities

Provide vision, leadership, and direction

- Effectively manage teaching and learning.
- Promote excellence, equality, and high expectation of all pupils.
- Deploy resources, including financial resources, to achieve the school's aims.
- Evaluate the school performance and identify priorities for continuous improvement.
- Carry out day to day management, organisation, and administration, and effectively delegate responsibility and employ appropriate skills in managing people to achieve effectiveness.
- Secure the commitment of the wider community.
- Create a safe and productive learning environment that is engaging and fulfilling for all pupils, implement strategies which secure high standards of behaviour and attendance, student welfare and citizenship.

Creating strategic direction

- Ensure the vision for the school is clearly articulated, shared, understood, and acted upon effectively by all.
- Work within the school community to translate the school's vision into agreed objectives that promote and sustain school improvement.
- Embody the school's vision and values through daily practice and continual advocacy.
- Motivate and work with others to create an effective school climate and shared culture.
- Employ creative, innovative, and new technologies to achieve excellence.
- Ensure that strategic planning takes account of the diversity, values, experience and context of the school and the community at large.
- Promote the Welsh language and culture in relevant and inspiring ways.

Securing accountability

- Ensure accountability for the pedagogy of others by creating and sustaining the conditions to realise the four purposes for all learners and achieve the best for them in terms of standards, wellbeing, and progress.



- Ensure individual staff accountability is clearly defined, understood, and agreed and is subject to rigorous internal and external review and self-evaluation.
- Develop and maintain a climate of high expectation by using a wide range of information and data to set high expectations, ambitious targets, and key priorities.
- Evaluate the school's performance, identify priorities for continuous improvement and present a coherent, understandable, and accurate report to a range of audiences, including parents and governors.

Developing and working with others

- Build a climate of mutual support in which effective collaboration flourishes within and beyond the school in order to spread effective pedagogy.
- Build a school climate and learning culture which takes account of the richness and diversity of the school's community and culture.
- Establish and build partnerships with other schools to share best practice.
- Maintain a high visibility around the school and devote considerable time to interaction with learners, staff, and parents.
- Develop citizenship in learners so that they make a positive contribution to local and wider communities.
- Ensure that the school plays a productive role as a member of its local, national, and global communities.
- Seek advice and support and then act upon it to effectively sustain improvement.
- Sustain a collaborative culture.
- Work effectively with a wide range of external agencies to meet the needs of all pupils.
- Engage the wider school community, including parents.
- Collaborate with the Governing Body so that it can meet its responsibilities for securing effective learning and teaching and improved standards of achievement.
- Take a strategic role in the development of new technologies to enhance and extend collaborative opportunities for pupils, staff, and governors.
- Develop and constructive and relevant attitude to study and research in colleagues.
- Contribute to relevant professional networks, communities, conferences, or journals.
- Act as a role model for professional learning, so that there is successful implementation of the Curriculum for Wales, and a developing pedagogy and leadership competency in colleagues.
- Ensure sustained and focused professional learning for all staff, including self, within the context of the four purposes.

Pedagogy

- Place learning for all pupils, regardless of need, at the centre of strategic planning and resource management, and report on its impact.
- Sustain high quality, effective teaching that promotes pupils' engagement, independence and thinking skills.
- Establish and maintain an ethos of challenge and support where all learners can succeed.
- Implement strategies to ensure effective assessment procedures, including assessment for learning, positive attitudes and thinking skills.
- Promote a range of relevant pedagogical approaches to enable all pupils to have positive and equitable teaching experiences.
- Remove barriers, so that all pupils are listened to, and their views acted upon.



Managing the school

- Ensure that the professional duties and conditions of employment are set out in statutory requirements, including those for the Headteacher, are fulfilled.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Monitor, evaluate and review the effect of school policies, priorities, and targets in practice.
- Act upon the outcomes of school self-evaluation findings to drive school improvement.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals.

In addition

- The Headteacher may be asked by the Governing Body to undertake other duties reasonably regarded as falling within the duties and responsibilities of the post.
- This Job Profile will be reviewed annually at the end of the academic year or earlier if necessary.
- Additionally, it may be amended at any time after consultation with the postholder.

The appointment is subject to the provisions of the School Teachers' Pay and Conditions (Wales) / National Conditions of Employment for Headteachers and educational and employment legislation.

Responsible for Staff / Equipment

Standards, progress and wellbeing of all pupils, staff, and resources.

Reporting to

The Governing Body.



Criteria	Essential
Qualifications / Vocational Training	Graduate Qualification QTS (Qualified Teacher Status) EWC (Education Workforce Council) Registration NPQH (National Professional Qualification for Headteachers). Relevant Professional study or Training in educational leadership.
Job Related Skills / Abilities	An in-depth knowledge of child protection, safeguarding and Attachment Theories. An understanding of the Curriculum for Wales and sound experience of curriculum delivery, monitoring, and assessment. A sound understanding of ALN Act (2018) a ALN Code (2021) and how to strategically plan for reform. Successful track record in the development of strategies for positive behaviour that are student focussed and inclusive.
Competencies	<p><u>Leadership</u></p> <p>Empowering others and promoting reflection on practice; Supporting other settings, building effective networks of knowledge and practical expertise; Exercising corporate responsibility, checking policies for compliance, and addressing any shortcomings; Delegation, appropriately and fairly and managing people to achieve effectiveness. Promoting teaching & leadership in Wales ensuring achievement of the four purposes; Analysing and evaluating data to make informed decisions; Deciding & initiating action, making prompt, clear decisions which may involve tough choices or considered risks; Promoting diversity & inclusion, respecting differences and encouraging contribution; Upholding principles & values, promoting transparency around decisions, others feel able to challenge; Demonstrating integrity, displaying personal responsibility and ownership; Leading & Supervising, inspiring others without closing down options prematurely.</p> <p><u>Professional Learning</u></p> <p>Supporting growth and system wide leadership, to build understanding, practice and better outcomes; Supporting growth in others, as a role model promoting professional learning, enabling digital competence and embracing learning the Welsh language; Wider reading & research outlooks, promoting an organisational learning approach; Continuing professional learning for all staff and self, creating development opportunities; Professional network and communities, contributing to conferences, journals and research.</p>



Collaboration

Seeking advice and support, accepting and addressing your and the school's professional challenges; Enabling continuous improvement, examining and diagnosing areas for collaborative improvement, driving a plan to support improved performance; Working productively with external agencies and partners to the benefit of the learning organisation; Sustaining a collaborative culture, supporting emerging skills and qualities in others; Engaging with the wider school community, building and sustaining effective and open relationships to positively engage partners with learners' experience and progress.

Pedagogy – Influencing Learning

Ensuring & protecting learner entitlement so that all learners gain full access to opportunities and achieve; Reporting on effectiveness and ensuring that recommendations are effectively communicated, implemented, and addressed; Accountability for outcomes and learner wellbeing, promoting, and ensuring that learning success, achievement and well-being of all learners is evident; Monitoring & evaluating impact, using effective systems to assess and improve the impact of learning experiences.

Pedagogy – Advancing Learning

Promoting Welsh language and culture, setting an example with a positive commitment to use and learn the Welsh language and promote Welsh culture; Using cross-curricula themes, building links between subjects and areas of learning to develop coherent experiences for learners; Driving real life authentic contexts and experiences within and across subject boundaries; Ensuring the 4 purposes for learners, by supporting planning and emphasising the disciplines of subjects to secure highly effective teaching.

Pedagogy – Refining Teaching

Promoting the pedagogic vision, developing strategies, structures and systems; Sustaining highly effective teaching, building enthusiasm in staff for fascination with learning, so learners experience highly effective teaching; Creating effective and inclusive learning environments, enabling the four purposes for learning; Listening to learners, to provide insight into the effectiveness of the department, phase or school; Advancing pedagogic approaches, ensuring curriculum development and ambitions in Wales underpin and drive the agenda for quality teaching; Ensuring strategy and infrastructure are fit for purpose, managing the routines and longer-term management approaches to reflect the on-going strategic vision.

Innovation

Seeking and extending best practice, continually developing and sharing to facilitate sustained improvements; Towards 2025, directing attention to the long-term vision for Wales and co-ordinating



	<p>controlled approaches to innovation; Evaluating the impact of changes in practice, taking account of a wide range of issues; Developing new techniques, ensuring an organisational, long-term programme of evidence-based, structured innovation; Understanding the system, how one issue may be part of a much larger system; Solution focused, producing workable and practical solutions to a range of problems; Planning & Organising, identifying and organising resources needed to accomplish tasks.</p> <p><u>Adapting and Responding to Change</u></p> <p>Adapting to change and variations in work or environment without impacting effectiveness, acting as a supporter for change; Supporting change, displaying a growth mindset to initiatives that represent progress, even when this might be difficult or uncomfortable; Adapting personal style to suit different people or situations, showing empathy in recognising emotions in yourself and others; Confidently dealing with ambiguity, making positive use of the opportunities it presents.</p>
Experience	Headteacher, Deputy Headteacher, or significant experience at a senior leadership level.

Language Skills / Communication	Verbal Skills	Written Skills
Welsh	5	5
English	5	5

Disclosure and Barring Service (DBS) Checks	
DBS checks may be required for certain posts which work with children and vulnerable adults. This post required:	
Type of Disclosure	
Enhanced Disclosure with Barred List Check	x
Workforce Type	
Child Workforce	x

Core Values / Equality and Diversity
You will be expected to uphold the school's Equality and Diversity Policy, as appropriate to the accountabilities and seniority of the post within the organisation.



