



## ABOUT RAINBOW HUB

Rainbow Hub is an established children's charity that provides therapeutic services and support to children and young people with physical disabilities and movement disorders caused by neurological or similar presenting conditions. We also have a specialist nursery, delivering education to children aged 2 – 5 years, who have a diagnosed or emerging condition that makes it difficult to access a mainstream nursery.

Our existing site has a number of purpose built therapy rooms and classrooms, a sensory room, an active movement room and extensive outdoor areas.

We now have the exciting opportunity to develop an independent school that will enable us to meet the needs of children who have moderate learning difficulties and face challenges with movement and physical skills. We are looking to recruit a headteacher who can work alongside the Board of Trustees and the CEO to create an outstanding school provision.

This is a unique opportunity, providing a blank canvas and an opportunity to develop a unique facility, curriculum and staff team and to change the lives of the children who attend.

## HEADTEACHER VACANCY

The Trustees of Rainbow Hub are looking to appoint an inspirational and highly motivated headteacher to be an integral part of the strategic planning and development of a brand new independent school specialising in supporting children with brain injury and movement disorders.

We are keen to appoint a dynamic, forward thinking, highly committed professional who is passionate about the education of children and young people with special educational needs and disabilities.

This is a unique and exciting opportunity to be involved in the development of a small school that will embrace a combined education and health care approach and include the provision of conductive education. The vision is to create a school with a pupil centred approach to the curriculum, utilising a trans-disciplinary team involving education, conductive education and health care colleagues and where independent living and self help skills are a key part of learning.

The successful applicant will work with the Board of Trustees, the Chief Executive Officer and external stakeholders to create school plans and curriculum together with the relevant policies and procedures required for an exemplary Ofsted application to register as an independent school.

Thereafter, the headteacher will nurture and inspire the vision and ethos of our school and lead and motivate our children, staff and parental community to ensure that all of our children achieve their true potential.

# JOB DESCRIPTION & PERSON SPECIFICATION

DESCRIPTION	ESSENTIAL CRITERIA
<p>Critical to the role of the Headteacher at is working with the governors, CEO and others to further develop a shared strategic vision and plan which inspires and motivates pupils, staff and all other members of the school community and leads to raised standards of achievement.</p> <p>Lead on activities to secure the growth and development of the school, to ensure maximum occupancy is achieved.</p> <p>In partnership with the CEO ensure that activities are implemented to facilitate high occupancy levels within the school with the overall goal of meeting full capacity.</p> <p>Ensure regular monitoring of profit &amp; loss/financial management of the school and take appropriate action with the teaching staff for them to manage costs in line with budget.</p>	<ul style="list-style-type: none"> <li>• Able to build a coherent vision of excellence for the school and has the ability to work steadily towards this goal.</li> <li>• An inspirational leader, able to motivate and empower all staff and students</li> <li>• Able to make difficult decisions and follow them through.</li> <li>• Has excellent oral and written communication skills and excellent listening skills.</li> <li>• Has experience of strategy formation and implementation at leadership level in an appropriate setting.</li> <li>• Proven experience of raising standards of achievement in an SEN setting.</li> </ul>
<p>Leading Teaching and Learning To ensure a broad and balanced curriculum is provided which develops the whole child and sets high expectations so that pupils achieve their maximum potential. To lead and challenge a team of practitioners to ensure that excellent teaching and learning is provided. The Headteacher will utilise and further develop current strategic partnerships and also establish and develop new ones.</p>	<ul style="list-style-type: none"> <li>• Experience of establishing and developing a range of successful strategic partnerships</li> <li>• Substantial recent senior leadership experience in an appropriate school or similar setting.</li> <li>• Has an extensive understanding of current and future curriculum developments across all key stages.</li> <li>• Has in-depth knowledge of excellence in SEN teaching practice, including appropriate teaching and learning styles.</li> <li>• Substantial experience of monitoring and evaluation, target setting, school improvement planning and curriculum leadership.</li> <li>• Can make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the school.</li> <li>• Understands school self-evaluation and its link with school improvement and OFSTED inspection processes.</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to lead, manage and develop a culture of high expectations and appropriate challenge led by personal example.</li> <li>• Is able to design and deliver a broad and balanced curriculum, which includes innovative approaches to enrich the cultural experiences of all pupils.</li> <li>• Is committed to personalised learning approaches, in order to ensure success for every child.</li> <li>• Has experience of monitoring practice to ensure that devolved responsibilities are being carried out in order to improve the quality of teaching and learning across the school.</li> </ul>
<p>To work with and through others, including our governors, pupils, staff, parents and other members of the community to build a professional learning environment, which enables all to achieve.</p>	<ul style="list-style-type: none"> <li>• Is a qualified teacher.</li> <li>• Is able to demonstrate evidence of own continuing professional development, including leadership development, and is committed to learning, listening and reflecting.</li> <li>• Treats people fairly, equitably and with dignity to create and maintain a positive school ethos.</li> <li>• Able to promote team and individual working to motivate staff to achieve excellent outcomes for pupils, as appropriate to fulfil school objectives.</li> <li>• Able to establish trust and excellent working relationships with others, can deal sensitively with people and resolve conflicts and can demonstrate balanced and fair judgement</li> <li>• Experience of developing individuals and teams in order to achieve personal and shared goals in the drive for school improvement.</li> </ul>
<p>To provide effective organisation and management and to lead and develop organisational structures and functions. Ensure that the school, the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment, managing available resources and ensuring value for money through effective performance management.</p> <p>Ensure that the school is compliant with statutory regulation and operates in line with relevant Education Acts.</p> <p>Ensure that the teaching staff are always prepared for Ofsted inspections.</p> <p>Ensure that all measures are in place and preparation effectively undertaken to meet regulatory inspections.</p> <p>Collate and monitor weekly KPI's for the school, identifying key areas of concern, preparing/delivering appropriate action plans to address the</p>	<ul style="list-style-type: none"> <li>• Able to plan strategically and operationally, allocate resources effectively and evaluate impact</li> <li>• Experience of working on and reviewing the performance of staff through rigorous appraisal and performance management systems.</li> <li>• Manage financial and human resources effectively and efficiently</li> <li>• Able to create and promote a positive and inclusive school ethos</li> <li>• Able to identify successes and failures, and positively embrace change to secure continuous school improvement.</li> <li>• Prepared to establish ways of working in order to move the school forward in line with ethos and strategic vision.</li> <li>• Has experience of leading or participating in the implementation of school or national initiatives.</li> </ul>

<p>issues as appropriate, seeking additional support where required.</p> <p>Report to the Board of Trustees and CEO on the performance of the school.</p> <p>Implement quality assurance methods to ensure that standards of education and pupil outcomes are assessed appropriately by the teaching staff and that the school performance improvement plans reflect this.</p> <p>Support Teaching staff in ensuring that school improvement plans focus on the:</p> <ul style="list-style-type: none"> <li>○ Quality of Teaching</li> <li>○ Effectiveness of the Leadership and Management</li> <li>○ Personal Development</li> <li>○ Behaviour and Welfare</li> <li>○ Standards</li> </ul> <p>Undertake Termly self-evaluation against the 'Independent School Standards Compliance Record'.</p> <p>Ensure effective assessment of curriculum, learning and teaching are being undertaken managing any areas requiring development/support.</p>	
<p>The Headteacher will have a professional responsibility to the whole school community. The Headteacher is also legally and contractually accountable to the governors for the school, its environment and all its work. Additionally, the Headteacher is responsible for ensuring collective responsibility in order that all members of the school community accept they are accountable for the contribution they make to school outcomes.</p> <p>Provide direction, leadership and line management support to the teaching staff overseeing overall performance and effectiveness of the school staff.</p> <p>Provide professional supervision to Teaching staff termly or more</p>	<ul style="list-style-type: none"> <li>● Ability to undertake robust school self-evaluation and use the outcomes to improve children's achievements</li> <li>● Experience of establishing clear policies and practice throughout the school and implementing procedures to monitor and evaluate their impact.</li> <li>● Experience of presenting a clear account of the school's performance to all members of the school community e.g. Governors, parents, staff and others to enable them to fulfil their responsibilities.</li> <li>● Use of a range of evidence including performance data and external evaluations to improve aspects of school life.</li> <li>● Understands the need to maintain a safe and healthy environment for all users of the school.</li> <li>● Understands the Headteacher's responsibilities for safeguarding and equalities.</li> </ul>

frequently, dependant on requirements.

Oversee all matters in relation to safeguarding children within the school, ensuring that all relevant third parties are involved as appropriate and that matters are dealt with in line with company policies and procedures and statutory requirements.

To apply, please submit a full CV and 2-page summary to [info@rainbowhub.org](mailto:info@rainbowhub.org).

This full job description and person specification can be found at <http://www.rainbowhub.org/vacancies/>

Closing date: 30<sup>th</sup> September 2022

Shortlisting: 5<sup>th</sup> October 2022

Interview date: w/c 10<sup>th</sup> October 2022

Salary: Leadership Pay Range L9 – L16