



## Children & Young People's Service

### THE HEADTEACHER

The headteacher is appointed by the governing board that also determine and review the headteacher's salary. The headteacher has responsibility for the professional management of the school within the strategic framework set by the governing board and has the right to choose whether or not to be a governor. Whatever they choose, headteachers are the principal professional advisers to their governing board and have the right to attend all meetings of the governing board and its committees.

*Headteachers are responsible for the internal organisation, management and control of schools. It is their job to implement the strategic framework established by the board. Boards should work to support and strengthen the leadership of the headteacher or executive headteacher, and hold them to account for the day-to-day running of their school(s), including the performance management of staff. Boards should play a strategic role, and avoid routine involvement in operational matters. They should focus strongly on holding the headteacher to account for exercising their professional judgement in these matters and all of their other duties.\**

The Teacher Training Agency published *National Standards for Headteachers in 2004* in which it defined the core purpose of the headteacher as:

*To provide professional leadership for a school which secures its success and improvement, ensuring high quality education for all its pupils and improved standards of learning and achievement.*

In the School Governance (Roles, Procedures and Allowances) (England) Regulations: September 2013

The responsibilities of the Headteacher include:

- (a) The internal organisation, management and control of the control of the school; and
- (b) The educational performance of the school.

The headteacher is the leading professional in the school. Working with the governing body, the headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. With the governing board, the headteacher is responsible for the continuous improvement in the quality of education - for raising standards; for ensuring equality of opportunity for all; for the development of policies and practices and for ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives. The headteacher also secures the commitment of the wider community to the school, by developing and maintaining effective networks with, for example, other schools, the Local Authority, higher education institutions, employers, and others. The headteacher is responsible for creating a productive, disciplined learning environment and for the day-to-day management, organisation and administration of the school, and is accountable to the governing body.

The functions and conditions of employment of headteachers are set out in the *School Teachers' Pay and Conditions Document*, and have legal force.

The headteacher has certain legal responsibilities in relation to the governing board, one of which is to provide them with the information they require to carry out their duties and responsibilities. The headteacher's reports to the governing body are an important means of achieving this and are one of the main sources of information to assist the governing body to carry out its monitoring and evaluation roles.

A working partnership between the governing board and the headteacher, based on mutual respect and trust, is essential if both are to carry out their duties effectively.

\*See Governance Handbook, November 2015, Section 2, 2.2.1