

# HEADTEACHER/HEAD OF SCHOOL

Leadership Scale: 23-29

Start Date: September 2026

Chadsgrove is a mixed community day special school for children aged 2-19 years who have a physical disability and/or complex medical need, many of whom also have associated learning, sensory or communication needs.

At Chadsgrove we believe every child deserves the opportunity to thrive. Our school provides a nurturing and inclusive environment for pupils with a wide range of needs. We are committed to delivering a personalised, holistic education that empowers students to reach their full potential. Our mission is to create an inclusive, supportive, and stimulating environment that empowers all our students to achieve their full potential. This role is pivotal in shaping the strategic direction of the school, fostering a culture of excellence, and ensuring the wellbeing and development of all pupils.

As Headteacher/Head of School, you will have the unique opportunity to lead a team of talented professionals who are passionate about making a difference in the lives of our pupils. This will be an exciting opportunity to work within a newly formed Academy to shape the strategic direction of the school, ensuring the highest standards of teaching and learning, and promoting an ethos of inclusion, respect, and care.

### Key Responsibilities:

#### Leadership and Management

- Provide visionary leadership and clear direction to our dedicated staff team whilst inspiring our pupils
- Lead and manage the school with a strong moral purpose, integrity and innovation
- Develop and implement strategic plans in line with the Academies objectives
- Ensure the school complies with statutory requirements and maintains high standards of safeguarding, health, and safety
- A strategic thinker with strong leadership and people management skills
- Work collaboratively with parents, carers, and the wider community to enhance the school's impact
- Uphold and promote the school's values and ethos in all areas of practice

#### Educational Excellence

- Promote a culture of high expectations for all pupils fostering their academic, social, physical, and emotional development
- Oversee the design, implementation, and evaluation of an inclusive and adapted curriculum



- Ensure outstanding teaching and learning practices are in place and monitor pupil progress and outcomes
- Ensure an inclusive supportive environment that meets the diverse needs of all pupils
- Inspire and motivate staff to deliver outstanding education and care
- Drive continuous improvement through effective monitoring and evaluation of educational outcomes

### **Staff Development**

- Lead the recruitment, induction, and ongoing professional development of staff
- Foster a collaborative and supportive working environment, encouraging innovation and excellence
- Conduct regular performance appraisals and provide constructive feedback and support

### **Pupil Support and Welfare**

- Ensure the provision of high-quality care and support tailored to the individual needs of each pupil
- Develop and maintain strong partnerships with parent carers, and external agencies to support pupil wellbeing
- Address and manage any concerns or incidents, ensuring effective resolution and learning

### **We are looking for a Head of School who is:**

- An experienced Headteacher or Senior Leader in a special education setting
- Passionate about inclusive, education and the development of every child
- Able to build effective relationships with students, staff, families, and external agencies
- Committed to the safeguarding and wellbeing of all children

### **Why Chadsgrove School?**

- A supportive and inclusive environment where every child matters
- A dedicated and enthusiastic team of staff and Governors
- Opportunities for professional development and career progression

For further details and an application pack please email Chadsgrove School on [office@chadsgrove.worcs.sch.uk](mailto:office@chadsgrove.worcs.sch.uk) or check out our website [www.chadsgroveschool.org.uk](http://www.chadsgroveschool.org.uk)

Closing Date: Monday, 26<sup>th</sup> January 2026

Interviews: W/c Monday, 9<sup>th</sup> February 2026

Make a Difference at Chadsgrove School – Lead, Inspire, Empower!

### **Safeguarding Statement**

Chadsgrove School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Successful candidates will be subject to an Enhanced Disclosure and Barring Service (DBS) check, online checks, references, and confirmation of their right to work in the UK, in line with Keeping Children Safe in Education.

We will be taking up references before your interview. Please let your referees know to expect a reference request once you are notified if you are being interviewed (if you have indicated that we may contact them).

This role is exempt from the Rehabilitation of Offenders Act 1974.