



YSGOL RHIWABON
SINCE 1575

Celebrating 450 years of education



Vacancy Information Pack

Headteacher

Required from September 2026

Salary Group 5 – L21 – L27 (£86,183 - £99,823)

Closing date – Monday 9th March 2026

Interviews will take place – Wednesday 25th and Thursday 26th March 2026

Email: mailbox@rhiwabon-high.wrexham.sch.uk
www.ysgolrhiwabon.co.uk



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Headteacher

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Salary Group 5 – L21 – L27 (£86,183 - £99,823)

The Governors of Ysgol Rhiwabon are seeking to appoint a Headteacher who will inspire with a vision, passion and ambition to take an already successful school forward on the next stage of its improvement journey.

About the Role

An exciting opportunity has arisen for an exceptional leader to become the next Headteacher of Ysgol Rhiwabon. We are seeking a visionary and collaborative leader with the passion and drive to take our school into the next stages of its development.

The successful applicant will be an inspirational individual with the National Professional Qualification for Headship (NPQH) and be able to demonstrate drive, enthusiasm and proven leadership skills.

As our Headteacher you will have:

- A clear vision for establishing a positive and proactive culture that promotes excellence.
- Exciting and innovative ideas on how to drive the school forward in an inspirational yet empathetic way.
- A strong understanding of school improvement and a proven ability to deliver on key aspects of the School Improvement Plan.
- The ability to inspire and motivate teams as well as lead by example
- Strong strategic leadership that constantly strives to gain the best for each and every student, regardless of background and ability.
- Excellent communication skills and a visible presence with all stakeholders.
- The ability to build positive relationships with all stakeholders, including the local and wider community.
- The proven ability to set and deliver aspirational targets and high-quality innovative curriculum provision which meets the needs of all students.

What we offer

As a Headteacher within Wrexham Authority, you will:

- Lead a team of experienced staff, all of whom are passionate about working in a caring inclusive environment.
- Work in partnership with a supportive and effective Governing Body that is committed to your continued professional development, including PTI membership.
- Membership of Wrexham Association of Secondary Headteachers.
- Work with a dedicated, committed and enthusiastic staff.
- Work in a positive, caring and supportive school ethos, providing the opportunity to work in a well-equipped learning environment.

Candidates must be able to prove their experience by either being a serving Headteacher or possess the NPQH qualification on the date of commencement.

We strongly encourage a visit to the school to see the full potential of what we have to offer. Visits will take place during the week commencing **2nd March 2026**. Please contact Mrs Emma Williams, PA on 01978 814962 or e-mail williamse45@hwbcymru.net to arrange this.

The school is committed to safeguarding and promoting the welfare of young people and expects staff and volunteers to share this commitment. This post is subject to an enhanced criminal records check from the Disclosure and Barring Service.

If you would like to be a part of our forward-looking, rapidly improving school and want the opportunity to develop your teaching career then please contact Mrs Emma Williams, PA to the Headteacher on Tel: 01978 822 392 or by E-mail: williamse45@hwbcymru.net to request an application pack.

**PLEASE RETURN COMPLETED APPLICATION FORMS DIRECTLY TO MRS EMMA WILLIAMS, PA VIA
EMAIL OR POST**

Closing date: Monday 9th March 2026



Welcome Statement from Ysgol Rhiwabon's Chair of Governors, Mrs Joan Lowe

Ysgol Rhiwabon Governors, working in partnership with Wrexham Local Authority, are seeking to appoint a Headteacher ready for the new academic year, 1st September 2026. This follows the decision of the existing post holder to retire this year.

As Chair of Governors, I am proud to introduce you to our school. Ysgol Rhiwabon has a proud history with values based on tradition and the school motto 'Nothing Without Labour'. This year the school is celebrating a significant milestone as it celebrates its 450th Birthday. Whilst celebrating the past, we are an innovative and forward-facing school linked to the best educational practice locally and nationally, with a strong reputation in the local community.

Ysgol Rhiwabon is a warm and vibrant learning community for our 11–16-year-olds. We are based at the heart of our local community, enjoying excellent links with our feeder primary schools. As our students progress through the school, we are committed to ensuring that every individual achieves the very best they can be regardless of background or ability, based on our belief in achieving, "Success with Soul". It is important to us that our young people leave school in Year 11, confident, happy, and equipped with the skills for lifelong learning.

We are seeking to appoint an inspirational strategic leader with a proven track record of leading school improvement, establishing stake holder trust and with a clear understanding of the privilege and challenges involved in the role of Headteacher in Ysgol Rhiwabon.

In return you can expect the full support of a dedicated staff and experienced, committed Governing Body.

A website and information pack can only provide a flavour of what our school is about. As a potential Headteacher candidate please feel free to contact the Clerk to the Governors to arrange a tour of the school. You will be very welcome and I am confident that you will be impressed by what you see.

With Kind regards

Mrs Joan Lowe
Chair of Governors





School Overview

Chair of Governors: Mrs Joan Lowe

Number of Students: 527

Number of Staff: 33 Teaching Staff, 11 Learning Support Assistants, 13 Support Staff

School Environment

It is with great pride and pleasure we introduce Ysgol Rhiwabon. This academic year 2025 is a special year for the school as we celebrate its 450th Birthday.

We are a caring, family school with excellent community links with Ruabon and its surrounding villages. Ysgol Rhiwabon has a proud heritage, which provides us with the firm foundations we need to develop the youngsters in our care. At the same time, we are a modern, innovative school with lots of exciting learning experiences available for our students. We continually review provision to ensure that we meet the needs of all our learners.

We have a very caring, hardworking staff in Ysgol Rhiwabon and visitors to our school comment regularly on the calm, happy, family atmosphere where standards of uniform and behaviour are high and where our young people are supported and challenged to be the very best they can be.

Just two years ago, in March 2023 Ysgol Rhiwabon was awarded the 'School of the Year' Award as part of the Leader Education Awards. This recognised the school's academic successes alongside its focus on the wellbeing of the students and the contribution the school makes to its local and wider community. In addition, Ysgol Rhiwabon had an Estyn Inspection in February/March 2023 with very positive outcomes.

"Ysgol Rhiwabon is a caring and inclusive school, which strives to support its students to 'Succeed with Soul' and to develop both academically and personally". (Estyn 2023)

We continue to be one of few schools in Wales in the Professional Teaching Institute, which involves our staff and students in outstanding training. We are regularly asked to take students from our school to talk to teachers from across the UK and they have featured in national publications, commenting on inspirational teaching. Staff from our school also work as consultants for the Professional Teaching Institute. This keeps Ysgol Rhiwabon at the forefront of best practice across the UK.

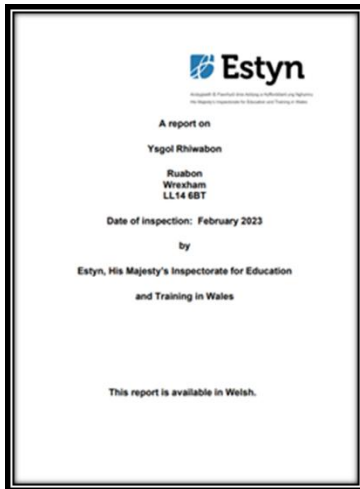
Our Primary transition programme has developed significantly in recent years, it has received glowing feedback from parents and the youngsters involved. Estyn recognised the school's work with Year 6 and 7 as a key strength of the school, commenting on the warm welcome and safe culture established for our younger members of the school community, including our exciting SWAN Transition Project.

In recent times, our school has improved in so many ways, modernising and responding to the many changes, which face our staff every year. Ysgol Rhiwabon is founded on strong traditional values, and it is this, which will lead to our continued success in the future.

We would encourage you to visit Ysgol Rhiwabon. You will receive a very warm welcome and we will be proud to show you our school in operation.



Estyn and School of the Year Award Quotes



"Transition arrangements to support students' well-being are a strength of the school. Staff help students settle in well by being welcoming and getting to know them quickly." (Estyn 2023)

"Ysgol Rhiwabon is a caring and inclusive community, which values the well-being and character of its students as highly as their learning." (Estyn 2023)

"Younger students benefit from effective transition arrangements to help them settle well into school life. In addition, students with additional learning needs receive helpful support to enable them to develop their academic and life skills." (Estyn 2023)

"The school offers a broad and balanced curriculum, including a wide range of worthwhile academic and vocational subjects to meet the needs of nearly all students. In lessons, a majority of students make good progress in their knowledge and understanding. These students make suitable contributions to class discussions and use subject specific terminology appropriately. Many students locate facts and information from texts accurately and can write suitably for a range of purposes and audiences." (Estyn 2023)



"The winner of this category was Ysgol Rhiwabon, who are committed to ensuring that every individual achieves the very best.

They strive for young people to leave school confident, happy and equipped with the skills for lifelong learning."



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Parent Quotes and Feedback

- *"As a parent, it was great seeing how happy and excited my son is going to school each morning."*
- *"The school uniform looks fantastic, nice to know that students have had input to style and choice."*
- *"The school website and App are brilliant. They really do help me know what's going on."*
- *"After School Clubs – fantastic range of activities on offer. My daughter attends netball and has represented the school in matches – she thoroughly enjoys this!"*
- *"The Lead Learner gave me a phone call to let me know how my son was settling in – it really put my mind at rest."*
- *"It's good to see a school where parental feedback is being made easier."*
- *"The transfer to Ysgol Rhiwabon has gone extremely well, with the support and organisation of all the staff."*
- *"It's a relief just knowing that my child is well supported during his transition into high school."*

Some Year 6 Transition Comments and Feedback from Parents

- *"They have enjoyed everything this week. They have got to know their class, dinners and teachers. My boys loved doing the quiz."*
- *"My child enjoyed meeting the other Year 7 students before starting full time."*
- *"My child seems to have enjoyed all aspects of the school so far. She seems to be settling in well, however a bit nervous. She says the teachers are very helpful."*
- *"My child enjoyed all of this week. Getting to know the layout of the school and the teachers etc., it really helped her settle in as it can be a very daunting experience."*
- *"He seems to have enjoyed everything so far. He likes his Form Tutor and has enjoyed the sporting activities and History."*
- *"My daughter has enjoyed it and has been made to feel really welcome, I think it's working fab!"*
- *"What you do now is very good in settling the children into the school."*
- *"Keep on going with your fantastic ideas for making the transition from primary school as smooth as possible."*



The Professional Teaching Institute

Ysgol Rhiwabon is a proud member of The Professional Teaching Institute (PTI)

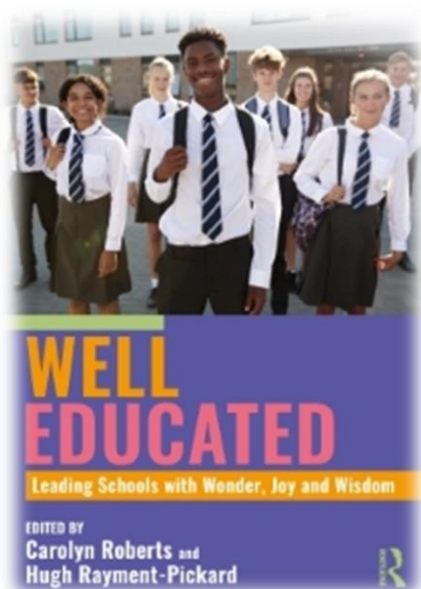
The PTI launched the Schools Programme in 2007 to recognise and reward school departments that develop inspirational ideas and activities which enhance the teaching of Art, English, Geography, History, Latin, Mathematics, Modern Foreign Languages, Music and Science, regardless of their students' backgrounds or abilities. It is run as a membership group for school departments that choose to commit to increasing the challenge of their subject provision.

Our Art, English, Geography, History, Languages, Mathematics, Music and Science departments received the Mark in recognition of outstanding contributions to student and staff development.

The PTI's Schools Programme is open to all state secondary schools in England and Wales. To become members, school departments must demonstrate their commitment to increasing teachers' subject knowledge, and to furthering their students' understanding of and enthusiasm for the subject, regardless of their background or ability.

To achieve the PTI Mark, departments then have to demonstrate that they have increased the challenge within their subject curriculum; developed their staff's own specialist subject knowledge; developed subject-based links outside school; and enthused their students through subject-based activities beyond the curriculum.

After three years of Schools Programme membership, departments may choose to become Associate Departments by devising an advanced multi-year programme in one of these areas. As Associate Departments they will share their growing expertise with others in the Schools Programme to the benefit of all.





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Job Description

JOB TITLE	Headteacher
DEPARTMENT	Education
SERVICE/TEAM	Ysgol Rhiwabon
REPORTS TO (JOB TITLE & JOB ID)	Ysgol Rhiwabon Governing Body Karen Evans, Chief Officer, Education and Early Intervention
GRADE	Salary Group 5 – L21 – L27 (£86,183 - £99,823)

This appointment is subject to the current conditions of employment of teachers contained in the [School Teachers Pay and Conditions Document](#), the Education Act, the required standards for Qualified Teacher Status, [the Professional Standards for Teaching and Leadership](#), all current educational legislation and the school's articles of government.

Introduction

The Headteacher will provide outstanding strategic leadership and operational management of Ysgol Rhiwabon, working closely with the Local Authority and all stakeholders to create an educational environment that stimulates, supports, and nurtures — enabling all students to achieve the very best they can be, regardless of their background or.

The Headteacher will:

- Lead, develop and support the strategic direction, vision and values of the school, ensuring alignment with the Curriculum for Wales and National Priorities.
- Raise standards of achievement for all learners.
- Develop effective teaching and learning.
- Ensure the welfare and wellbeing of all learners and staff.
- Foster strong relationships with parents, the wider community, and external stakeholders.

The Headteacher will, demonstrate and promote the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership;

The overarching values and dispositions:

- Professional entitlement.
- Welsh language and culture.
- Rights of learners.
- Literacy, numeracy and digital competence.
- The professional learner.
- The system role.

And the five professional standards for teaching and leadership;

- Leadership.
- Pedagogy.
- Professional learning.
- Innovation.
- Collaboration.

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

*The Headteacher will be employed by Wrexham County Borough Council, with the Governing Body acting as the employer for the purposes of school-level management and employment responsibilities. The Headteacher is accountable to the Chief Officer for Education and Early Intervention for the effective leadership and performance of the school/federation.

Job Purpose

The Headteacher will:

- Provide highly effective, strategic leadership and direction for the school.
- Act as a custodian of the school's values and ethos.
- Create a culture where students are safe, happy and experience a positive and enriching school life.
- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community.
- Be accountable for developing and implementing 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.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Work collaboratively with staff, governors, parents, and the wider community.
- Lead by example and provide inspiration and motivation for the school community.
- Ensure excellent teaching and learning through effective curriculum design, pedagogy, and professional learning.
- Allocate financial resources appropriately, efficiently and effectively.
- Manage staff and resources.
- Ensure inclusion, diversity and access.
- Fulfil all statutory responsibilities, ensuring compliance and safeguarding are prioritised.
- Work collaboratively with Wrexham Local Authority, and other schools to contribute to school improvement across the county borough.

Headteacher Qualities

The Headteacher will:

- Lead by example, model best practice regarding professional conduct, and personal development.
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Be a role model for all in our community and create an outward-facing school to work with other schools.
- Lead the school community with integrity, vision and high expectations.
- Build positive and respectful relationships across the school community.
- Serve in the best interests of all the students of the school and Wrexham.
- Promote and strengthen the Welsh language and culture in line with the school's language category and Wrexham's commitment to bilingualism and Cymraeg 2050.

General Responsibilities

- To lead and manage the school in an efficient manner by providing clear routines, organisation, structures, guidelines and policies.
- To lead and promote school improvement and development.
- To develop good links and relationships with all stakeholders – students, parents, staff, governors and the local communities.
- To help and lead all staff to work together to maintain a school that has high expectation for its students and high standards of teaching and learning.
- To encourage, and be committed to, professional development of all staff.

- To be committed to improving literacy, numeracy and digital competency and the successful delivery of the new Curriculum for Wales.
- Ensure that all Safeguarding strategies are in place and functioning effectively and continue to develop the high-level focus on e-safety.
- Maintain the high level of commitment to pupil and staff wellbeing and the central role of pupil voice.

Leadership; Strategic Direction and Development of the School

- Lead by example and provide inspiration and motivation to the school community.
- Generate vision, ethos and direction for the school which promotes high levels of achievement and meet equality objectives.
- Ensure that the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Create and implement a strategic school development plan, underpinned by sound financial planning, within the national and local context, which identifies priorities and targets for ensuring high standards of achievement, teaching and learning and wellbeing.
- Motivate and work with others to create an effective climate and shared professional culture.
- Support all staff in achieving the school's priorities and targets and provide them with the motivation and commitment to ensure continuous improvement.
- Ensure that the climate and learning culture created in the school will enable learners to become effective, enthusiastic, independent and confident learners who are committed to and equipped for life-long learning.
- Ensure that the strategic planning takes account of the diversity, values, experience and the particular context of the school and its community.
- Provide strong leadership and management ensuring the engagement and commitment of all teaching and non-teaching staff across the school.
- Lead school self-evaluation and improvement planning, using evidence to drive progress.
- Monitor and review all aspects of attainment, priorities, targets and strategic direction and take the appropriate action to move the school forward.
- Develop and nurture leadership potential in others at all levels to build the leadership capacity of the school and inspire future leaders.

Leading Teaching and Learning

- Ensure the vision and ethos reflect the school's commitment to the Four Purposes of the Curriculum for Wales.
- Ensure that the learning environment of the school and its classrooms promote effective learning and teaching for all.
- Establish creative, responsive, reflective and effective approaches to learning and teaching, enabling learners to develop independence and confidence and acquire resilience.
- Establish and maintain an ethos of challenge and support where all learners can achieve success and become engaged in their own learning.
- Organise and implement the curriculum so that it meets the requirements of the new Curriculum for Wales.
- Establish effective curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Implement strategies to ensure effective assessment procedures and the handling and sharing of data.
- Monitor the quality of teaching and the achievement of students and identify and act upon areas for improvement.
- Ensure continuity of teaching and learning throughout each class within the school.
- Ensure a consistent and continual school wide focus on learners' achievement and wellbeing.

Additional Learning Needs (ALN) and Inclusion

- Promote a culture and practices that value diversity and ensure all pupil, regardless of need or background, can access and thrive within a broad, balanced and inclusive curriculum.
- Have ambitious expectations for all students with ALN, ensuring their progress is regularly monitored, reviewed, and supported through high-quality teaching and appropriate interventions.
- Ensure the school works effectively with parents, carers, external agencies and other professionals to build strong, collaborative partnerships that contribute to the development and implementation of Individual Development Plans (IDPs).
- Make sure the school fulfils its statutory duties under the ALNET Act (2018) and the ALN Code for Wales (2021).

Leading and Managing Staff

- Develop and maintain positive working relationships with all members of the school community.
- Create an environment which allows others to grow professionally and feel valued.
- Develop, empower and sustain effective teamwork across the school.
- Develop and nurture leadership potential in others to promote shared and distributed leadership across the school.
- Plan, evaluate and support the work of staff, delegating appropriately and clearly evaluating outcomes.
- Enable staff to develop experience and expertise in their respective roles through the identification of needs, ensuring an effective programme of continuing professional development.
- Enable performance management systems to operate effectively and engage with all appraisal requirements.
- Sustain personal and staff motivation across the school.
- Acknowledge and celebrate the responsibilities and achievements of individuals and teams.
- Work in partnership with union representatives to ensure effective communication, early resolution of issues, and the fair and consistent implementation of policies and procedures, in line with national and local agreements.

Financial Management: Effective Deployment of Staff and Resources

- Effectively manage the school budget, ensuring financial decisions align with school priorities and deliver best value within Local Authority financial regulations.
- Work with governors and colleagues to recruit high-quality staff who meet the strategic and operational needs of the school.
- Ensure that all staff and governors understand their respective roles and responsibilities, promoting clarity, accountability and effective governance.
- Deploy and develop staff strategically to maximise the use of their skills, expertise and experience for the benefit of pupils and the efficient management of the school.
- Manage and organise classes and pupil groupings to ensure high-quality teaching and learning and to support pupils' academic and personal development.
- Establish clear priorities for expenditure and monitor their impact, ensuring financial decisions support school improvement.
- Monitor the use of all resources to achieve value for money and ensure cost-effective deployment.

Managing Additional Learning Needs (ALN) Resource Provision

- Ensure that human, financial and physical resources are allocated strategically to meet the needs of learners with ALN, in line with the ALNET Act (2018) and the ALN Code for Wales (2021).
- Work closely with the ALNCo and Local Authority to ensure that provision is planned, monitored and reviewed systematically, with resources deployed at the right time and in a way that supports sustainable learner progress.
- Oversee the effective use of the resources provision funding, ensuring robust monitoring of expenditure, value for money and compliance with Local Authority requirements.
- Organise and manage specialist resources (e.g., learning support equipment, accessibility software, sensory resources) to ensure they are used appropriately and have a positive impact on learner outcomes.

- Develop and maintain clear processes for identifying needs, allocating resources and reviewing provision in collaboration with the Local Authority.
- Ensure that staff have access to relevant training that enhances their understanding and expertise in teaching and supporting learners with ALN.
- Coordinate and promote collaborative working with external agencies (e.g., educational psychologists, speech and language therapists, CAMHS) to ensure that additional resources are used effectively and proportionately to learners' needs.
- Foster a culture of inclusion that is understood, accepted and valued across the whole school community.

School Culture and Behaviour

- Create a culture where students experience a positive and enriching school life.
- Uphold ambitious educational standards in order to prepare students from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students, and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Securing Accountability

- Provide information and advice to the Governing Body so that it can meet its responsibilities for securing effective learning and teaching and improved standards of achievement including a termly written report to Governing Body (At least 3 written reports per year).
- Provide relevant information and a coherent and accurate account of the performance of the school to a range of audiences including parents and governors including assisting the Governing Body to provide an annual written report to parents.
- Create an ethos where all staff clearly understand their accountability and ensure that this accountability is subject to rigorous review.
- Use data effectively to monitor progress and set challenging targets based on consistently high expectations.
- Develop and maintain a climate of high expectations for self and others, taking appropriate action when performance is unsatisfactory, and also ensuring that staff feel valued.
- Ensure that the school meets all legal requirements in relation to equal opportunities legislation.
- Ensure that the school complies with all statutory requirements relating to the provision of education and other relevant legislation.
- Establish and maintain positive, transparent, and constructive relationships with professional associations and trade unions, fostering a culture of mutual respect, open dialogue, and shared commitment to the wellbeing and development of all staff.

Community

- Ensure that the school plays a central role in the community.
- Build upon partnership working with other schools in the cluster, to share best practice and support school progress.
- Ensure that the school plays a productive role as members of its local, national and global community.
- Develop positive links with parents, other schools, educational establishments and the wider community, including business and industry, in order to enhance teaching and learning and students' personal development.
- Promote positive strategies for developing appropriate attitudes towards disability, additional learning needs, equality, inclusion and good race relations.
- Collaborate with other agencies, including the LA to provide for the wellbeing of learners and their families.
- Develop citizenship in our learners and encourage them to make a positive contribution to their local and wider communities.

Additional

This job description is not an exhaustive list of responsibilities of the post. It may be subject to amendment from as deemed necessary by the Governors, in order to meet the changing needs of the school in the future.

The postholder may be required to do other duties appropriate to the level of the role.



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Person Specification

		Essential/ Desirable	Evidence
1	<u>Qualifications and Training</u>		A/R/SBT/I
1.1	Qualified Teacher Status (QTS)	E	A
1.2	Degree level (or equivalent) qualification	E	A
1.3	National Professional Qualification for Headship (NPQH) or evidence of successful completion by the time of appointment	E	A
1.4	A range of recent, relevant In-service training and further professional development	E	A
1.6	Experience as an Estyn inspector or equivalent	D	A
2	<u>Experience and School Leadership</u>		A/R/SBT/I
2.1	Recent successful experience as Headteacher, Deputy Headteacher or Assistant Headteacher with evidence of raising standards in current post	E	A/I/R
2.2	Wide experience in a number of schools and/or varied roles	D	A/I
2.3	Leadership and management of an additional learning needs (ALN) Resource Provision	D	A/I
2.4	Effective strategic leadership and management (leading, monitoring, self-evaluation, development planning, curriculum and financial management etc)	E	A/I/SBT
2.5	Effective strategic leadership (leading, monitoring, self-evaluation, development planning, curriculum and finance etc)	E	A/I/SBT
2.6	Effective line management and workforce development for raising standards	E	A/I/R
2.7	Excellent knowledge of the Estyn Inspection Framework, or equivalent	E	A/I
2.8	Clear understanding of Headteacher accountability	E	I
3	<u>Professional Knowledge and Understanding</u>		A/R/SBT/I
3.1	Strong up to date understanding and knowledge of local and national priorities with regard to the curriculum (CfW) and teaching standards	E	A/I/SBT
3.2	Demonstrates the capacity to influence continuous school improvement and sustainable development	E	A/I/R
3.3	Strong understanding and knowledge of the new Additional Learning Needs ALN code	E	A/I
3.4	Experience establishing positive culture, change management and distributed leadership	E	A/I/R
3.5	Understanding of Governance and Inspection frameworks	E	A/I/R
3.8	Knowledge and understanding of statutory requirements of Child Protection, Safer Recruitment, Safeguarding and Prevent	E	A/I/SBT
3.9	Knowledge and understanding of Education legislation and equality duties	E	A/I
4	<u>Personal Skills and Abilities</u>		A/R/SBT/I
4.1	Excellent interpersonal and communication skills	E	I/R
4.2	Ability to manage time, prioritise and work under pressure	E	I/R

4.3	Demonstrates resilience and positivity	E	I/R
4.4	Ability to motivate and engage the whole community	E	I/R
4.5	Ability to analyse data, develop strategic plans, set targets and monitor/evaluate whole school performance	E	A/I/SBT
4.6	Operate effectively in a multi-agency environment and develop good working relationships with all stakeholders	E	A/I
4.7	Committed to ensuring that the school plays a central role within its community	E	A/I/R
4.8	Be able to relate empathetically to parents/carers, students, staff, Governors, stakeholders and the wider community	E	I/R
5	<u>Teaching and Learning</u>		A/R/SBT/I
5.1	Outstanding practitioner with deep understanding of effective pedagogy	E	R/SBT
5.2	Has high expectations of standards, progress, wellbeing and behaviour	E	A/I/SBT
5.3	Commitment to creative, inclusive and innovative teaching practice	E	A/I
5.4	Places learning at the centre of strategic planning and resource management	E	A/I
5.5	Demonstrates a strong appreciation of Welsh language and culture, and a clear commitment to the Welsh Government's ambition of reaching one million Welsh speakers by 2050	E	A/I
5.6	Is committed to supporting additional enrichment activities and wider opportunities	E	A/I
6	<u>Students and Staff</u>		A/R/SBT/I
6.1	Passion for learning and developing others	E	I/R
6.2	Committed to building professional learning communities which enable all to achieve	E	A/I/R
6.3	Committed to promoting the highest level of wellbeing for all members of the school community	E	A/I/R
6.4	Understands the importance of pupil voice and how to promote this effectively	E	A/I
6.5	Ability to inspire and motivate the whole school community	E	A/I

Key	
A	Application Form/Letter of Application
I	Interview
SBT	School Based Task
R	References



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