

JOB DESCRIPTION

Principal / Headteacher – Rawdah Montessori

Salary: £45K - Based on Experience

Background

Reporting to: Board of Directors / Chair of Governors

Rawdah Montessori is a new independent faith-based school inspired by an Islamic ethos and focusing on the nurturing of the whole child spiritually, intellectually, emotionally, and socially. Our vision is to cultivate future generations who embody good character and manners and a deep sense of service to others. The school combines the Montessori philosophy with a broad, rigorous academic curriculum, underpinned by Islamic values and excellence in character. As we prepare for growth and Ofsted registration, we seek a Principal who will lead with vision, compassion, and high professional standards.

As Principal, you will provide the spiritual, academic, and strategic leadership required to establish Rawdah as a centre of excellence. You will ensure the highest standards of education, staff performance, pupil welfare, and faith-based character development. You will also lead the school through Ofsted inspection readiness, embedding self-evaluation and continuous improvement across all areas. Working collaboratively with governors, staff, and parents, you will cultivate a culture of aspiration, accountability, and joy in learning.

Location

This role will be based at the Mustafa Mount, Bradford.

Principal Responsibilities

Strategic Leadership & School Improvement

- Provide inspirational leadership rooted in the school's Islamic and Montessori ethos.
- Develop and implement a school improvement plan focused on academic progress, personal development, and spiritual growth.
- Lead the school's Ofsted readiness: ensuring compliance, evidence of impact, and a culture of reflection and self-evaluation.
- Raise educational standards through data-informed decision-making, staff coaching, and curriculum innovation.
- Champion high expectations and a shared vision that inspires staff, pupils, and the wider community.
- Report regularly to the Board of Governors on progress, risks, and strategic priorities.

Teaching, Learning & Curriculum

- Ensure the curriculum (Islamic Studies, Qur'an, Arabic, Montessori, and National Curriculum subjects) is coherent, ambitious, and inclusive.
- Lead on teaching and learning standards, supporting CPD, mentoring, and appraisal systems.
- Embed effective assessment and tracking to monitor pupil progress and close attainment gaps.
- Foster a culture of pedagogical excellence, innovation, and collaboration among staff.

Safeguarding, Behaviour & Inclusion

- Act as the school's lead for safeguarding and child protection, ensuring full compliance with Keeping Children Safe in Education (KCSIE).
- Promote a positive, respectful, and inclusive culture that supports pupil wellbeing and moral development.
- Uphold the highest standards of behaviour, pastoral care, and spiritual formation.

Operational & Financial Leadership

- Oversee day-to-day operations, including timetabling, facilities, health & safety, and compliance with Independent School Standards.
- Manage budgets and resources prudently in partnership with the Finance Governor, ensuring sustainability and transparency.
- Lead on recruitment, induction, and professional growth of staff.
- Maintain accurate records and policies for inspection and governance purposes.

Community & External Engagement

- Build strong partnerships with parents, governors, local authorities, and community organisations.
- Communicate the school's vision clearly to all stakeholders.
- Promote the school's reputation and pupil recruitment through outreach and engagement initiatives.

Qualities of the ideal candidate

Essential

- Qualified teacher status (QTS or equivalent) with significant senior leadership experience, preferably in the role as a head, in a primary or independent school setting.
- Proven ability to lead school improvement and raise standards.
- Strong understanding of Ofsted frameworks, self-evaluation, and compliance in independent schools.
- Experience managing and developing staff through coaching and accountability.
- Excellent communication, interpersonal, and strategic planning skills.
- Deep commitment to Islamic values, inclusivity, and child-centred education.
- Familiarity with Islamic or faith-based education systems.

Desirable

- Montessori qualification or demonstrable understanding of Montessori principles.
- Experience founding or growing a new school.

Personal Qualities

- Visionary, reflective, and spiritually grounded leader.
- High emotional intelligence, humility, and decisiveness.
- Strong moral compass with a commitment to equity, safeguarding, and community service.
- Capacity to inspire others and sustain excellence under pressure.

How To Apply

To apply for this role, please send your current CV along with a covering letter detailing skills and experience in relation to the job description in no more than 1200 words, to: admin@rawdahmontessori.co.uk.