

Ide Hill Church of England Primary School (VA)

Person Specification

Post: Headteacher

Employment type: Full-time

Salary: L9- L15 (£46,673-£53,930)

Number on roll: 120

In addition to meeting the general requirements of the National Standards of Head teachers, the successful candidate will be shortlisted and interviewed based upon the following criteria.

Educational achievement, qualifications & experience:

- A good to outstanding qualified teacher/practitioner.
- NPQH or equivalent desirable.
- Experience in a senior leadership role, such as a Deputy/Assistant Head.
- Evidence of relevant and recent progression and personal development in preparation for school leadership and management.
- Demonstrate knowledge and experience of some financial management.

Personal Qualities:

- Understands and would enthusiastically promote and develop the school's Christian Ethos within the school day.
- Have the passion, desire and determination to achieve the very best for every child in their academic, social, physical and spiritual development.
- Able to provide a clear strategic vision for the future of the school, in partnership with the staff and governing body.
- An excellent communicator with good interpersonal skills and the ability to develop good positive and engaging relationships with children, staff and those in a parenting role, whilst setting high standards and expectations and leading by example.
- A self-motivated and ambitious person who has a proven track record in raising attainment.
- A natural with children, energetic, passionate and caring with a belief that learning should be fun, engaging and stimulating.

Leadership:

- An inspiring, innovative and strategic leader, with high expectations, who can build on the achievements of the school, and effectively harness and develop the talents and abilities of every child and the staff, in order to raise and achieve outstanding standards in all areas of school life.
- Provide a challenging and creative curriculum, an engaging learning environment and enrich the life-long learning culture of the school.
- An assertive leader that will drive through further improvement with quality and robust self-evaluation with a commitment to higher standards in all teaching and across all areas of the school.

- A resilient and forward thinking individual who, together with the other stakeholders, will have direct input into the ongoing strategy, funding and future capital works to maintain the continual growth and vitality of the school.

Management:

- Able to demonstrate a disciplined approach with some experience in managing staff, particularly in the areas of performance management and training and development.
- An ability to foster positive relationships across the whole staff, promoting their continued professional development and wellbeing.
- Interpret and analyse school performance data and use the information generated by this to secure school improvement, whilst keeping an eye on the strategy and the bigger picture.
- Maintain high standards of behaviour and attendance.

Partnership:

- A collaborative leader with a commitment to work in partnership with the staff, governing body, parents, local church, other schools, the Diocese, local authority and continue to build cohesion and consistency within the local partnership and wider community.

For shortlisted candidates, any discrepancies or anomalies in the information provided and any relevant issues arising from references will be taken up at interview.

The Governors and staff of Ide Hill School are committed to safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Criminal Records Bureau.