

# St John's CE Primary School

## Headteacher Person specification

The person appointed to this prestigious Church of England Primary School in the heart of Tunbridge Wells will be an inspirational leader who will achieve our vision of moving our school from Good to Outstanding. You will have clearly demonstrated a track record of continuously improving standards in your previous leadership roles to ensure every child achieves their potential. The successful candidate will be inspirational, compassionate, self-motivated and an excellent communicator. Your career may have included experience in business or another sector or you may have other outside interests that mean you are a respected player in the local community.

Additionally you will have demonstrated reliability, integrity, resilience and always remained good humoured under pressure, whatever its source. You will be passionate about staff development and will want to engage fully with governors and parents.

Qualifications.

1. Qualified Teacher status.
2. NPQH or evidence of sustained leadership development at a senior level.

Experience.

1. Successful strategic leadership and management experience in a school.
2. Evidence of experience within the full primary range.

Evidence and impact of Strategic leadership.

A. Shaping the future.

We will have looked for evidence of your personal ability to:

1. Consolidate and expand the school vision and priorities and articulate same so that they are understood and acted upon by others.
2. Have a clear understanding of present and emerging educational developments.
3. Actively promote the spiritual, moral and social development of pupils.

B. Leading learning and teaching.

We will have looked for evidence of your ability to:

1. Examine and analyse all data sources to monitor each individual child's progress through their school life, clearly identifying areas for improvement and setting stretching targets both to individuals and the whole school.

2. Secure high standards of learning, behaviour and attendance and ensure an ethos of challenge and support.

C. Developing staff and working with others.

We will have looked for evidence of your ability to:

1. Provide for effective staff induction and professional development.
2. Work collaboratively with others in an open, fair and equitable learning environment.
3. Ensure devolvement of responsibilities, tasks and monitoring practice to aid the achievement of a team ethos with everyone involved in the schools progress toward outstanding.
4. Assess the quality of teaching accurately, identify areas of improvement and support for high quality practice.

D. Managing the organisation.

We will have looked for evidence of your ability to:

1. Implement, monitor, evaluate and review evidence based improvement plans.
2. Manage the financial and human resources effectively and efficiently to achieve the vision and priorities of the school with a minimum of risk.
3. Respond to legal issues relating to managing a large school including Safeguarding Procedures, Equalities Act, Human Rights and Employment legislation.

E. Securing Accountability.

We will have looked for evidence of your ability to:

1. Lead school self-evaluations and use the outcomes, along with a range of other evidence, in monitoring and evaluating aspects of school life in order to continuously improve performance.
2. Ensure that staff accountabilities are clear and regularly monitored, evaluated and reviewed through an appraisal process.
3. Present information about the school's performance to a range of audiences comprising the school's community.

F. Strengthening Community.

We will have looked for evidence of your ability to:

1. Lead the development of a culture, within the distinctive Christian character of the school, which has a strong Christian ethos.
2. Develop a curriculum creatively taking account of the richness and diversity of the school's communities.

3. Enhance the value of the school to the wider community including parents, carers and other schools.

4. Collaborate with other agencies, and with parents and carers, to ensure pupils' well-being and to improve their achievement and personal development.

G. Relationship Management.

We will have looked for evidence of your ability to:

1. Encourage others to develop their potential, sensing their development needs and bolstering their abilities.

2. Be an inspirational leader and a role model in order to get the best from a large and capable staff

3. Prevent and resolve conflict situations.

4. Collaborate with others in order to work towards shared goals.

5. Be both a team builder and leader, recognise the strengths, weaknesses and be empathetic to the needs and concerns of staff.