

## **Person Specification for Head Teacher Langton Green Primary School**

Langton Green Primary School is an Outstanding School, situated in the village of Langton Green, near Tunbridge Wells in Kent.

The Governors are looking for a new Head Teacher who will not just maintain but build upon the school's achievements. enabling every pupil to 'be the best they can be' in an inclusive environment. Our new Head Teacher will sustain the school's high performance, whilst navigating the changes in the educational landscape. The school is currently in a strong academic position and is expecting to continue the transition from one to two-form entry over the next five years.

In addition to meeting the general requirements of the National Standards of Head Teachers, the successful candidate will need to show the following:

### **Qualifications**

We would like evidence of:

- Qualified teacher status (CertEd, B.Ed. or degree with PGCE)
- NPQH or other relevant qualifications
- Continuing and relevant professional development in school leadership and management

### **Experience**

We would like evidence of:

- Successful strategic leadership and management experience as Head, Deputy Head or Assistant Head of schools for primary age children
- Managing a budget effectively
- Successful teaching experience within the 4-11 age range
- Knowledge and understanding of Early Years
- Experience of Inclusion and SEN within the primary setting
- Experience of developing, implementing and evaluating curriculum areas and school policies
- Computer/technology skills

### **Personal Qualities**

The candidate should have:

- A professional manner and command respect and support from the school community
- The courage to introduce new ideas and the humility to embrace the ideas of others
- The ability to communicate effectively both verbally and in writing with a wide range of audiences
- A child-centred approach, and be committed to achieving the best for every child
- A collegiate approach, being the leader of a team who is able to enjoy teaching as well as leading the school

### **Shaping the Future**

We will look for evidence of your ability to:

- Think strategically and develop the school vision in collaboration with the Governing Body, and articulate this to stakeholders so that it is understood and acted upon
- Demonstrate a collaborative and inclusive way of working
- Build on the existing strong ethos of the school as it expands, adapting and developing this to maintain the underlying principles
- Develop the already strong community links

- Look beyond current trends in education, and implement initiatives that reinforce child-led learning whilst meeting the spirit of DfE policies
- Demonstrate analytical skills
- Develop and work closely with the school staff

### **Leading Teaching and Learning**

We will look for evidence of your ability to:

- Monitor and evaluate the quality of teaching and learning throughout the school
- Understand the needs across the full range of primary-aged children, and be passionate about learning, curriculum development and evaluation
- Determine, organise and implement the curriculum and establish creative, responsive and effective approaches to learning and teaching
- Actively promote the spiritual, moral and social development of the pupils
- Secure high levels of attendance and behaviour, and ensure an ethos of challenge and support where pupils can achieve success

### **Developing Self and Working with Others**

We will look for evidence of your ability to:

- Lead the team, effectively delegate, demonstrate trust in staff and provide opportunities for individual development and growth
- Give effective feedback to staff and to be sensitive to their needs
- Manage change, minimise conflict and motivate others
- Work with governors effectively
- Review the performance of staff, challenging and taking action when performance is unsatisfactory and recognising and celebrating exceptional performance
- Work effectively, including working to tight deadlines

### **Managing the Organisation**

We will look for evidence of your ability to:

- Safeguard and promote the well-being of children
- Manage finance, human and environmental resources effectively
- Understand legal issues relating to managing a school such as inclusion, child protection, equal opportunities, race relations, human rights and employment legislation
- Implement clear, appropriate and evidence-based improvement plans, and monitor and evaluate these

### **Securing Accountability**

We will look for evidence of your ability to:

- Collect and analyse relevant data to understand the strengths and weaknesses of the school
- Ensure that staff accountabilities are clear and regularly monitored, evaluated and reviewed through a regular process of performance management
- Present information about the school's performance to a range of audiences

### **Strengthening Community**

We will look for evidence of your ability to:

- Maintain and develop the good relationships with parents and carers, the Governing Body, Local Authority, the local church and wider community
- Work in partnership with other schools, sharing best practice and promoting initiatives