

## Bredhurst Church of England Primary School Head Teacher Person Specification

Criteria	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified Teacher Status</li> <li>• Evidence of further professional development in preparation for educational leadership</li> <li>• NPQH desirable but not essential</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of successful leadership at a senior level</li> <li>• Evidence of experience throughout the primary age range</li> <li>• Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement</li> <li>• Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups</li> <li>• Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures.</li> <li>• Evidence of successful collaboration with the wider educational community</li> </ul>
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Ability to manage and monitor budgets and deploy human resources</li> <li>• Ability to develop leadership capacity and skills within teams and individuals</li> <li>• Ability to work under pressure, determine priorities and meet deadlines</li> <li>• Ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding</li> <li>• Ability to display a solution focussed, positive approach to challenges</li> <li>• Ability to lead with optimism, continually building and developing positive relationships</li> <li>• Ability to lead and inspire high quality teaching and learning</li> <li>• Ability to set high expectations and standards in learning and behaviour for staff and children and provide support to meet these</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• A sound knowledge and understanding of the whole primary phase</li> <li>• A sound knowledge of current educational developments</li> <li>• A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and young people</li> <li>• A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for disadvantaged pupils</li> <li>• An understanding, appreciation and support of the Christian values and positive ethos of the school.</li> <li>• Clear understanding of how to work positively with the Governing Body</li> </ul>

<b>Strengthening Community</b>	<ul style="list-style-type: none"> <li>• Ability to continue to develop the school's response to its changing community</li> <li>• Ability to demonstrate commitment to upholding and developing the school's distinctive Christian standards and ethos within the school and community</li> <li>• Commitment to promoting community links and cohesion, engaging and consulting with parents and the wider community</li> <li>• Ability to build professional relationships with the local authority and outside agencies In the best interests of the school and children</li> </ul>
<b>Personal Qualities &amp; Attributes</b>	<ul style="list-style-type: none"> <li>• Passionate about education with a clear educational vision</li> <li>• An effective communicator and an active listener.</li> <li>• Resilient and energetic</li> <li>• Open-minded attitude to issues of faith and values.</li> <li>• Approachable with the ability to build trust and relationships and to engage children.</li> <li>• Consistent and fair.</li> <li>• Ability to provide planning for the long-term future of the school</li> </ul>
<b>Safeguarding Children</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection.</li> </ul>