

# Churchill Church of England (VC) Primary School

## Person Specification: Headteacher

The Governors are looking to appoint a new Headteacher who will maintain and build upon the significant progress that has already been made and will have the determined aim to move the school to “outstanding”. Our new Headteacher will want to build on the good quality of teaching and maintain the secure, positive and united learning environment. They will be committed to maintaining the outstanding judgements of the last two Diocesan inspections.

In addition to meeting the general requirements of the National Standards for Headteachers the successful candidate will need to show the following:

### Personal Attributes

The new Headteacher will

- Be an inspiring and supportive leader
- Have a professional manner and the ability to command respect and support from the school community
- Want to grow a vibrant Christian school where it is a great place to learn
- Want the challenge of leading a school which wants to improve further
- Have the ability to communicate effectively both verbally and literately within the wide range of the school community

### Professional Attributes

<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified teacher status (CertEd, B.Ed or degree with PGCE)</li><li>• NPQH</li><li>• Continuing and relevant professional development in school leadership and management</li></ul>
<b>Shaping the Future</b>	<ul style="list-style-type: none"><li>• The ability to think strategically, develop and sharpen school improvement priorities in collaboration with the Governing Body and articulate it to stakeholders so that it is understood and acted upon</li><li>• A commitment to achieving the best for every child</li><li>• The ability to demonstrate analytical skills</li><li>• The ability to take account of trends in education and implement appropriate initiatives as necessary</li><li>• The ability to be a leader who can develop and work closely with school staff</li></ul>
<b>Leading Teaching &amp; Learning</b>	<ul style="list-style-type: none"><li>• A commitment to raising standards and expectation to achieve success, and can demonstrate previous success in implementing strategies in this field</li><li>• The ability to monitor and evaluate the quality of teaching and learning, develop ways of sharing best practice and challenge poor performance across the school</li><li>• The skills to determine, organise and implement the curriculum and establish creative, responsive and effective approaches to Teaching and learning</li><li>• The ability to secure high levels of attendance and behaviour and ensure an ethos of challenge and support where pupils can achieve success</li></ul>

	<ul style="list-style-type: none"> <li>• Experience of teaching across the primary age range, and evidence of personal teaching ability that is good or better</li> </ul>
<b>Developing Self and Working with Others</b>	<ul style="list-style-type: none"> <li>• The desire to work in partnership with the Governing Body and value the role of Governors</li> <li>• The commitment to their own continuing professional development, and be sensitive to the needs and development of the staff</li> <li>• The ability to influence, motivate and support others. Review performance of staff, challenge and take appropriate action when performance is unsatisfactory</li> <li>• The skills and experience to enable them to work efficiently, manage time, and work to tight deadlines</li> </ul>
<b>Managing the Organisation</b>	<ul style="list-style-type: none"> <li>• The ability to plan and manage the budget, human and environmental resources effectively and in line with the creative vision for the school</li> <li>• An understanding of legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation</li> <li>• The skills to build and work through teams, engender team spirit and distribute leadership throughout the school</li> </ul>
<b>Securing Accountability</b>	<ul style="list-style-type: none"> <li>• The ability to use self-evaluation effectively – in partnership with the governors - to drive school improvement and communicate the information to a variety of audiences</li> <li>• The skills required to collect and analyse relevant data and to understand the strengths and weaknesses of the school in order to plan work which challenges the full range of abilities</li> <li>• The ability to ensure that staff accountabilities are clear and regularly monitored, evaluated and reviewed through a regular process of performance management</li> </ul>
<b>Christian Ethos</b>	<ul style="list-style-type: none"> <li>• A commitment to the Anglican Foundation of the school</li> <li>• The desire to actively promote the spiritual, moral and social development of the pupils</li> <li>• The ability to lead Christian collective worship and be comfortable with this</li> <li>• The desire and ability to nurture the distinctive Christian character of the school</li> </ul>
<b>Strengthening Community</b>	<ul style="list-style-type: none"> <li>• The ability to understand and promote the school's relationship with St Mary's Church</li> <li>• The desire to further the strong links with the wider community of Westerham</li> <li>• The skills and experience to develop the school as a centre of learning for the community</li> <li>• The ability to maintain and develop the good relationships with parents, carers and Governing Body.</li> <li>• The desire to further develop community cohesion including links with other schools</li> </ul>