

Offham Primary School



Person specification – all essential requirements

Qualifications

- Qualified Teacher Status
- Evidence of further professional development in preparation for educational leadership

Experience

- Evidence of successful substantial senior leadership at headship or deputy headship level
- Evidence of successfully managing significant change within an organisation in a constructive and sensitive manner
- Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement
- Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups
- Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children
- Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively
- Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures.
- Evidence of successful collaborative working and the development of partnerships in order to develop with key stakeholders e.g. colleague Headteachers, LA Officers, and voluntary sector
- Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning

Skills and abilities

- Ability to manage and monitor budgets and deploy human resources
- Ability to develop leadership capacity and skills within teams and individuals
- Ability to work under pressure, determine priorities and meet deadlines
- Ability to travel in a timely and efficient manner to meet the needs of the post
- Ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding
- Ability to display a solution focussed, positive approach to challenges
- The ability to lead with optimism, continually building and developing positive relationships

Knowledge

- A sound knowledge and understanding of the whole primary phase including Early Years
- A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and young people
- A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for disadvantaged pupils
- Clear understanding of how to work positively with the Governing Body

Offham Primary School is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an Enhanced Disclosure Application to the Disclosure Barring Service.