
Head Teacher - Person Specification.

Slade Primary School and Attached Unit for Children with Hearing Impairment, The Slade, Tonbridge, TN9 1HR.



If you chose to apply, in your supporting statement please detail clearly how you meet the requirements in our person specification.

We are looking for candidates who demonstrate knowledge and understanding of each area and show evidence of having applied (or an awareness of how to apply) this knowledge and understanding in a school context.

Qualifications.

Candidates will be required to demonstrate that they have:

- Qualified Teacher Status.
- Achieved, or are working towards NPQH status.
- Evidence of further professional development in preparation for educational leadership.

Experience.

To be a successful candidate, you will be able to provide evidence that demonstrates your experience of:

- Successful senior leadership (Head Teacher or Deputy Head Teacher) within primary education, including Early Years, leading in a constructive and sensitive manner
- Managing and leading change, maintaining a fair and open workplace culture, demonstrating the ability to resolve successfully a range of personnel issues.
- Working positively with the Governing Body to define the strategic direction for the school and monitoring progress against those criteria.
- Analysing and using school performance data, to form both short and long-term improvement plans. Monitoring and evaluating data to drive up standards in teaching and learning to ensure that all pupils, including vulnerable groups, fulfil their potential.
- Implementing and monitoring the necessary processes for effective safeguarding and promotion of children's welfare and engagement with multi-agency teams to provide support to children and their families.
- Staff performance management, including supervision, development, target setting, capability assessments and conduct management procedures.
- Regular collaboration with all stakeholders to enhance learning for pupils within your school and the sharing of expertise with others e.g. colleagues, Head Teachers, LA Officers.
- Working with the necessary specialists within and outside the school to develop programmes of support for children with a range of barriers to their inclusion and learning.

Skills and abilities.

The successful candidate will be able to:

- Lead with optimism, continually building and developing positive relationships with pupils, staff, parents, carers, governors and the wider community.
- Effectively recruit, deploy, manage and monitor staff, including developing leadership capacity and skills within teams and individuals.
- Develop, manage and monitor school budgets.
- Demonstrate resilience under pressure, determine priorities, delegate effectively and meet deadlines in an efficient manner.
- Communicate and convey information for differing purposes, and to different audiences, using a variety of media to ensure audience understanding.
- Remain positive, flexible and enthusiastic. Adopt adaptive and creative approaches to challenges, delegating effectively where necessary.
- Articulate and effectively implement a range of high-impact school improvement strategies.

Slade Primary School: Best. Team. Happy.