

Luddenham School

Headteacher – Person Specification

Qualifications

Qualified Teacher Status

Evidence of relevant continued professional development in preparation for leadership

Experience

Evidence of:

- Effective senior leadership with proven impact on standards in a primary school
- Driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the gaps for disadvantaged pupils
- The ability to successfully analyse data and draw up improvement plans which have been monitored and evaluated and have resulted in measurable improvement
- Leading and developing a major subject area across the early years and primary phases

Professional Skills

The ability to:

- Think strategically, to build, communicate compellingly and implement effectively, a shared vision of excellence, equity and high standards throughout the school
- Recognise, inspire and coach towards high quality teaching, learning and behaviour, motivating the whole school community to develop the unique talents and abilities of every child and all staff, empowering them to excel
- Instil a strong sense of accountability in staff for the impact of their work on pupil outcomes, their professional practice and conduct, supported by rigorous, fair and transparent performance management systems
- Develop leadership capacity and skills within teams and individuals and foster good teamwork, as a basis for sharing best practice within the school and between schools
- Manage change proactively, minimising negative impact on staff and pupils
- Work proactively and collaboratively with all key stakeholders and external bodies, including the governing body, the Local Authority and other schools, developing positive relationships for the benefit of the school and its pupils and actively seeking support when needed
- Work effectively under pressure, determine priorities and meet deadlines
- Ensure creativity, innovation and the use of appropriate technologies in all aspects of education
- Develop strategies for managing behaviour and attendance, to provide a safe, calm and well-ordered environment for pupils and staff
- Demonstrate exemplary teaching practice at all levels of primary education
- Manage and monitor budgets and deploy resources effectively and to execute effective, strategic, curriculum-led financial planning

Personal Qualities and Attributes

Evidence of:

- An approachable, visible leader with the ability to continue to instil the school aims, values and ethos throughout the whole school community.
- Creative thinking with a vision for the future
- An ability to provide planning for the long-term future and growth of the school and a leader who will continue to drive the school towards new areas of excellence
- A passion for education and clear educational vision which puts children at the heart of teaching and learning
- Proactively seeking out information, trends and inspiration from external sources and applying the knowledge to improve standards of education within school
- Excellent written, oral, communication, listening and negotiating skills for a range of purposes and audiences
- Emotional resilience, stamina and flexibility when dealing with challenges
- Being an advocate for the children

Knowledge

Understanding of:

- The requirements, design and management of the school curriculum across the whole primary range and current educational developments
- The barriers to learning and methods of inclusion
- A range of school improvement strategies which accelerate progress rates and close gaps for disadvantaged children

Safeguarding

- A commitment to safeguarding and promoting the welfare and safety of the whole school community
- The ability to maintain and develop a culture of vigilance with regard to safeguarding and child protection