



Bethersden

Primary School

Headteacher Person Specification

1. Qualifications and Experience

You will have:

- Qualified teacher status (e.g. CertEd, B.Ed or other 1st degree with PGCE).
- NPQH qualification or equivalent (is desirable but not essential).
- A sustained and successful range of senior leadership experience across the primary age range.
- Evidence of significant and relevant continued professional development.
- Experience of using ICT and financial management information effectively within a school setting.

2. Personal Qualities

We will look for evidence of your:

- recognition that children are at the heart of the school, that their voice is important and they are encouraged to make good choices to become the best they can be
- ability to safeguard and promote the well-being of all children and staff
- ability to engage with all members of the school community, promoting a culture of inclusion
- drive to be an inspirational strategic leader, who can create and clearly communicate our vision for the future
- high level of expectations for desirable outcomes for children and the ability to raise standards through a stimulating learning climate
- ability to recognise and promote the school's distinctive ethos and values, enhancing the rich social, cultural and educational diversity within the school
- skills as an ambassador, raising the school's profile and promoting its strengths to the wider community.

3. Leadership and Vision

We will look for evidence of your:

- ability to demonstrate an excellent understanding and comprehension of current educational issues, best practice and what it means to be a good and outstanding school
- drive and commitment to recognise, nurture and develop the potential of all staff
- passion to motivate and empower staff and Governors to work towards a common goal utilising key strategic documents such as the School Improvement Plan
- ability to challenge staff to further raise standards, whilst also supporting them and ensuring they have a work life balance

- financial competence to plan and control the school budget to meet the needs of the school
- proven experience of successfully managing change
- experience in coaching leaders.

4. Teaching and Learning

We will look for evidence of your:

- proven track record of exemplary classroom practice across the primary school and your ability to coach others to excellence
- 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
- strategic use of data to enhance outcomes for children through target setting, monitoring and evaluation
- ability to demonstrate a comprehensive understanding of National Standards and how these can be used to further improve teaching and learning
- knowledge and understanding of recent changes to assessment procedures and how these can be used to ensure pupil progress can be tracked and enhanced
- appreciation of transition priorities between Key Stages and a commitment to best practice.

The School and its Personnel are committed to safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.