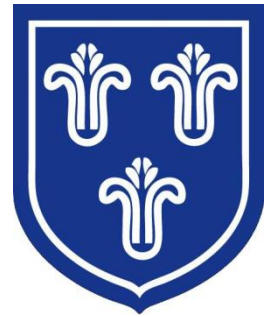


St Mary's CE Primary School
Headteacher – Person Specification



Qualifications

- A good honours degree
- Qualified Teacher Status
- Evidence of professional development in preparation for leadership
- Professional qualification in leadership, including NPQH

Personal Qualities and Attributes

Evidence of:

- Being an approachable, visible leader with the ability to continue the ethos of trust which underpins all relationships throughout the whole school community
- A commitment to uphold and further develop the school's Christian ethos
- Creative thinking with the ability to build a shared vision for the future and the energy to deliver it
- 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
- A passion for education and clear educational vision which puts children at the heart of teaching and learning
- An ability to provide planning for the long-term future and growth of the school
- Leadership that will drive the school towards new areas of excellence
- Strong interpersonal skills

Experience

Evidence of:

- Effective senior leadership experience with proven impact on standards in a primary school
- Involvement in appointing staff, conducting appraisals and managing performance
- The successful use of data to draw up improvement plans that have resulted in sustained, measurable improvement
- Leading and developing a major subject area across the early years and primary phases
- Driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the gaps for disadvantaged pupils
- Successful collaborative working and the development of positive partnerships
- 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
- Successfully managing change with positive outcomes in performance and morale

Professional Skills

The ability to:

- Lead with optimism, continually building and developing positive partnerships and relationships
- Develop leadership capacity and skills within teams and individuals and foster good teamwork
- Work effectively under pressure, determine priorities and meet deadlines
- Demonstrate exemplary teaching practice within primary education
- Lead, inspire and recognise high quality teaching, learning and behaviour
- Think strategically and be able to build, communicate and implement a shared vision of excellence
- Ensure creativity, innovation and the use of appropriate technologies in all aspects of education
- Develop strategies for managing behaviour and attendance
- Develop strategies to engage families in the learning process
- Work proactively and in partnership with the Local Authority, Diocese, other schools, staff, governors, parents, churches and the local community
- Communicate clearly and confidently at all levels and to all audiences
- Facilitate and deliver solutions to challenges
- Manage and monitor budgets and deploy resources effectively and to execute effective financial planning

Knowledge

Understanding of:

- The requirements, design and management of the school curriculum, ideally 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
- The intrinsic and distinctive character of church schools
- The role and responsibilities of the Governing Body
- Budgeting and financial reporting systems

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