



Head Teacher

Person Specification

Qualifications

- A good honours degree
- Qualified Teacher Status
- Evidence of continuing professional development in preparation for headship

Personal Qualities

The aspiring candidate should be able to:

- Demonstrate a passion for education which puts children at the forefront of teaching and learning.
- Demonstrate a commitment to maintaining the existing, caring, Christian ethos and identity at the School in which Christian worship encourages children to grow to faith, and encourages the spiritual, moral and social development of pupils within the Anglican foundation of the school.
- Evidence successful senior leadership in either current or past school.
- Evidence managing change in challenging situations.
- Evidence successfully analysing data and drawing up improvement plans which, when evaluated, result in measureable improvement.
- Evidence successful analysis of data and its impact in drawing up improvement plans with particular reference to SEND. Evidence of working with vulnerable children, families and multi-agency teams to create co-ordinated, integrated support for children with a range of learning hesitations.
- Evidence improving teaching and learning thus ensuring the best possible outcomes for pupils of all abilities.
- Evidence effective promotion and implementation of the processes necessary to safeguard and promote the welfare of both children and staff.
- Evidence of successfully developing and maintaining a fair and open workplace with an ability to manage conflict positively and effectively.
- Evidence of instilling self-belief into staff and successful management of staff performance including monitoring, modelling and target setting.
- Evidence knowledge of capability and conduct management procedures.
- Evidence of successful exploration of collaborative working across schools, and the creation of transparent partnerships with key stakeholders: colleague head teachers, LA officers, social service officers, the diocese etc.
- Evidence ways of marketing and promoting the School imaginatively.



Skills and Abilities

The aspiring candidate should be able to demonstrate:

- The ability to manage and monitor a small income, yet still produce a positive budget, deploying human resources and accommodation to the best advantage of the School.
- The ability to recognise and support emerging leadership qualities, underwriting appropriate training and evaluating its impact.
- The ability to work under pressure – ‘to think on one’s feet’ – to determine immediate priorities and meet deadlines.
- The ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding.
- An ability to maintain understanding and a positive demeanour – despite any provocation - in all dealings with pupils, staff, parents and governors.
- An ability to understudy any role in the school - class teacher, TA, secretary or caretaker - in an emergency.

Knowledge

- A sound and thorough knowledge of the whole primary phase of education including Early Years.
- A sound knowledge and understanding of the potential barriers to learning and inclusion experienced by children.
- A sound knowledge of the full range of school improvement strategies which can accelerate progress and close the gaps for disadvantaged children.
- Clear understanding of how to work positively with the Governing Body and the local community.