

### Person Specification –Head of School

	Essential	Desirable
Qualifications and Professional Development	<p>Qualified Teacher Status</p> <p>Evidence of Continuing Professional Development relating to school leadership/curriculum development</p>	<p>NPQH or further professional qualification</p>
Experience	<p>Successful leadership experience to at least Deputy/Assistant Head level</p> <p>Successful teaching experience within the EYFS/Primary age range</p>	<p>Advanced Skills/Leading Practitioner status</p>
Strategic Leadership	<p>Ability to provide clear educational vision and direction</p> <p>Ability to inspire and motivate all stakeholders</p> <p>Evidence of developing effective strategies for school improvement</p> <p>High level of involvement with school improvement planning</p> <p>High level involvement in monitoring and evaluation procedures leading to clear impact</p> <p>Ability to work in partnership with senior leaders and governors</p> <p>Ability to set challenging targets for children and staff</p> <p>Ability to analyse and use pupil data on attainment and progress to raise standards</p> <p>Secure knowledge of the 2015 Ofsted Framework</p> <p>Understand the principles of effective teaching and learning</p>	<p>Strategic Leadership experience across EYFS, KS1 and KS2</p> <p>Use of assessment data management systems to improve standards</p>
Leading Teaching and Learning	<p>Successful experience of monitoring, evaluating and improving the quality of teaching and learning</p> <p>Understanding the role and impact of assessment in children's learning</p> <p>Secure knowledge of statutory requirements relating to curriculum and assessment</p> <p>Experience of leading curriculum innovation</p> <p>Successful experience of developing effective learning behaviours</p>	<p>Successful experience of integrating British Values into school life</p>



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<p>Leading and Managing Staff</p>	<p>Ability to lead, manage and motivate across the school community          Ability to establish positive working relationships          Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams          Successful experience of identifying the need for, and leading, in-service training          Significant experience of taking a lead role in performance management of staff including leading lesson observations          Experience of dealing with staff when performance gives cause for concern</p>	<p>Experience of working with governors</p>
<p>Managing Resources</p>	<p>Successful experience of managing budgets          Ability to manage, monitor and review available resources, ensuring value for money</p>	<p>Budgetary management at whole school level          Experience of recruiting and deploying staff</p>
<p>Personal Skills and Qualities</p>	<p>Strong commitment to raising standards          High expectations of self and others          Ability to establish and maintain positive relationships, including with parents          Ability to remain positive and enthusiastic, including when under pressure          Good communication skills          Empathy with children</p>	<p>Effective computing skills for both teaching and management</p>