



EASTCHURCH PRIMARY SCHOOL

HEADTEACHER PERSON SPECIFICATION

QUALIFICATIONS

- Qualified to degree level
- Qualified to teacher status
- Evidence of recent, relevant CPD including leadership development

EXPERIENCE

- Evidence of a significant and successful background of school leadership with a sustained and substantial record of school improvement, including implementing change as required
- Leading edge strategic planning ability
- Experience in successfully motivating, leading, managing and developing staff
- Experience in effectively leading and managing innovative curriculum development
- Effective and efficient leadership in all aspects of finance strategy and budgeting
- Experience of developing partnership and learning between schools
- Experience of working across split sites and leading collaborative teams

PROFESSIONAL KNOWLEDGE

- An understanding of the self-evaluation and School Improvement Planning process and the ability to use these effectively
- Ability to use and analyse data to support strategic decision making
- Identifying and developing emerging talents and aspiring leaders
- Knowledge and understanding of current educational and school systems nationally

LEADERSHIP SKILLS

- Outstanding leadership and management skills to improve and sustain achievement and success across the school
- The drive, enthusiasm and energy to take the school forward and to ensure that the needs of all children are met
- Communicate the school vision and drive the strategic leadership, empowering all pupils and staff to excel
- Able and committed to uphold and develop the distinctive ethos and promote the Spiritual, Moral, Social and Cultural development of all pupils across the school
- Demonstrate an understanding and commitment to upholding , promoting and developing the Christian values and vision of the school
- A passionate desire for every child to achieve their optimum academic, social, physical and spiritual development
- Lead by example , drawing on own scholarship, expertise and skills and that of those around them
- Ability to manage change and work calmly and confidently under pressure of changing circumstances
- Able to use appropriate leadership skills and behaviours for decision-making, communication, managing personal time and that of others
- Effectively manage the two sites strategically

- Engage and develop successful relationships with key stakeholders including governors, parents, the local authority, other schools, the community, local church and diocese
- Take responsibility for promoting and safeguarding the welfare of children in school
- Evidence of empowering others to lead and to take appropriate risks to achieve improvement
- Evidence of strategic thinking

PERSONAL SKILLS

- Outstanding written verbal and presentational skills
- Able to demonstrate emotional intelligence and empathy. Personal qualities include compassion, presence, commitment, integrity, good judgement, flexibility, resilience, warmth, approachability, creativity, optimism and enthusiasm
- A knowledge of individual children in school and their families

