



Herne Bay Junior School

Head Teacher – Person Specification

Qualifications

- Qualified teacher
- Evidence of continuing professional development relevant to senior educational leadership

Knowledge & Experience

- Experience and passion for Key Stage 2 with a good understanding of Foundation and Key Stage 1
- Effective senior leadership at headship or deputy headship level
- Evidence of distributive and dynamic leadership that develops the potential and ambition of all staff
- Sustained record of raising standards and achievement across all ability levels
- Evidence of forming and driving successful strategic initiatives
- Evidence of promoting robust child safeguarding practices and child welfare
- Evidence of the ability to impose and develop school ethos and values
- Good understanding of current educational policy and pedagogical theory
- Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of learning barriers

Skills & Abilities

- Demonstrated ability to recruit and retain excellent staff and to manage capability and conduct issues
- Evidence to conduct curriculum-led financial planning and sound budget management
- Evidence to work under pressure and to deadlines
- Ability to communicate clearly and confidently to all audiences
- Evidence of professional conduct consistent with a reliable, aspirational, moral, child-focused, analytical and articulate character



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- Evidence of the ability to work productively and collaboratively with the governing body, partner schools and external stakeholders to motivate, challenge and enhance the whole school community
- Evidence of sustained excellence in class teaching and of the development of excellent teaching in others