



## St Matthew's and High Brooms Church of England Primary School

### Person Specification: Headteacher

The Governors are looking to appoint an exceptional Headteacher who will be able to lead, motivate and inspire staff and pupils alike, to build on our Ofsted judgement of "Good" and to complete our journey to Outstanding. Our new Headteacher will have a proven track record in leading school improvement to this next level.

In addition to meeting the general requirements of the National Standards for Headteachers (Jan 2015) the successful candidate will need to show the following:

#### Personal Attributes

The new Headteacher will:

- Be a Headteacher or experienced senior leader with experience of leading a currently Good or Outstanding school.
- Have a proven track record of raising standards with the capacity to take them to outstanding.
- Continue to develop an outstanding, rich curriculum for all pupils.
- Be an inspirational and supportive leader.
- Want to grow a vibrant Christian school where it is a great place to teach & learn.
- Want the challenge of leading an ambitious school, which wants to develop further.
- Reach out beyond the school gate to engage with families, carers and the wider community.

#### Professional Attributes

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A Headteacher or a senior leader with experience of leading a good or outstanding school with a proven track record of sustained school improvement.</li> <li>• Qualified teacher status.</li> <li>• Evidence of continuing and relevant personal professional development in school leadership and management.</li> </ul>
<b>Shaping the Future</b>	<ul style="list-style-type: none"> <li>• Evidence of inspirational leadership:             <ul style="list-style-type: none"> <li>– Developing a vision and implementing a strategic plan to achieve it.</li> <li>– Getting the very best from staff and nurturing leadership talent.</li> <li>– Demonstrating a drive to continually look for new and proven strategies and methods to enhance children's learning and being able to demonstrate a passion for achieving the best for every child.</li> </ul> </li> </ul>

<b>Leading Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>• Evidence of successfully leading the raising of standards and expectation to achieve success for every child.</li> <li>• A proven track record of coaching and mentoring for outstanding teaching.</li> <li>• Able to demonstrate the skills to determine, organise and implement the curriculum and establish creative, responsive and effective approaches to teaching and learning.</li> <li>• Experience of securing excellent attendance and behaviour while maintaining a strong reputation for pastoral care.</li> </ul>
<b>Developing Self and Working with Others</b>	<ul style="list-style-type: none"> <li>• Evidence of a commitment to constant learning through high quality continuing professional development for self and others.</li> <li>• Evidence of working in partnership with other key leaders within the school (including Governors) and other Headteachers through e.g. the Tunbridge Wells Local Collaborative Trust.</li> <li>• Able to demonstrate the skills to build and work through teams, engender team spirit and empower leadership throughout the school.</li> </ul>
<b>Managing the Organisation &amp; securing effective accountability</b>	<ul style="list-style-type: none"> <li>• Evidence of excellent performance management of staff, including bringing challenge where necessary and ensuring accountabilities are clear and effective.</li> <li>• Evidence of critical self-evaluation and benchmarking against others – in partnership with the governors - to drive school improvement and communicate progress to a variety of audiences.</li> <li>• Evidence of excellent data collection and analysis to understand the strengths and weaknesses of the school in order to achieve outstanding provision.</li> <li>• Able to demonstrate a full understanding of legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation.</li> <li>• A competent financial manager with a strong eye for value for money.</li> </ul>
<b>Christian Ethos</b>	<ul style="list-style-type: none"> <li>• Evidence of sympathy for the Anglican Foundation of the school.</li> <li>• Able to demonstrate a desire to actively encourage the spiritual, moral and social development of the pupils.</li> <li>• Experience of leading Christian collective worship and be comfortable with this.</li> <li>• Able to demonstrate the desire and ability to nurture the distinctive Christian character of the school.</li> </ul>
<b>Strengthening Community</b>	<ul style="list-style-type: none"> <li>• Able to demonstrate taking an active role in the community working as a champion for the school.</li> <li>• Able to demonstrate the skills and experience to strengthen the links between the school and the wider community.</li> <li>• Evidence of a willingness to build and sustain partnerships with other schools to improve performance and share best practice.</li> <li>• Evidence of proactive development and maintenance of excellent relationships with parents, carers and Governors.</li> <li>• Able to demonstrate the skills and experience of developing and promoting a school's relationship with its local church.</li> </ul>