

East Farleigh Primary School



Head Teacher Person Specification

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted. Applicants should describe in their application how they meet these criteria.

	Criteria
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Evidence of further and ongoing professional development in preparation for educational leadership
Experience	<ul style="list-style-type: none">• Evidence of successful substantial senior leadership at head or deputy headship level• Evidence of successfully leading change within an organisation in a constructive and sensitive manner• Evidence of successfully analysing data, identifying areas for improvement, developing and implementing plans for improvement and the monitoring and evaluation of results leading to measurable improvement• Evidence of driving up standards of teaching and learning to ensure excellent outcomes for children including reducing the gap for disadvantaged pupil groups• Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children• Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively• Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures.• Evidence of successful collaborative working and the development of external partnerships• Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning• Evidence of substantial successful teaching experience with a proven record of excellent practice yourself, as well as experience in developing the practice of others
Skills and Abilities	<ul style="list-style-type: none">• Ability to manage and monitor budgets and deploy human resources• Ability to identify and develop leadership skills within teams and individuals• Ability to work under pressure, determine priorities and meet deadlines• Ability to communicate clearly and confidently at all levels and to all audiences• Ability to deliver solutions to challenges• The ability to lead with confidence and humility, continually building and developing positive relationships
Knowledge	<ul style="list-style-type: none">• A sound knowledge and understanding of the whole primary phase including Early Years

	<ul style="list-style-type: none"> • A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and parents • A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for all children • Clear understanding of how to work positively with the Governing Body
--	---