



## APPOINTMENT OF HEADTEACHER

**Number on Roll: 140**

**HEADTEACHER £44,544 - £51,639 (L6-L12)**

### Person Specification

In addition to meeting the general requirements of the National Standards of Head Teachers, the successful candidate will be shortlisted and interviewed for evidence of the qualities, skills and experiences below:

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• evidence of commitment to every child achieving their best in their academic, social, emotional and physical development</li> <li>• a strong, resilient, empathetic leader, with an openness to change</li> <li>• proven ability to inspire children and colleagues, with a child-focused approach</li> <li>• enjoys being highly visible and approachable to children, parents and the wider community</li> <li>• has the necessary skills to identify, understand and enhance the diverse social, cultural and educational opportunities within the school</li> <li>• a person with high expectations for the pupils, staff and school</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• a creative, motivational and strategic leader, with the vision and commitment to drive the school forwards</li> <li>• demonstrable ability to interpret and apply legislation, policies and protocols appropriately to deliver the Smeeth ethos of a rounded, holistic education which extends well beyond the classroom</li> <li>• determined to provide a challenging and creative curriculum for the whole school</li> <li>• proven coaching and mentoring skills within structured performance management, used to empower and develop the strengths of all staff</li> <li>• demonstrates the ability to manage own workload and the work of individual teams effectively, delegating as appropriate</li> <li>• commitment to safeguarding and promoting the wellbeing and welfare of all children</li> <li>• able to set, manage and monitor budgets and resources efficiently, collaboratively and creatively to implement Smeeth's vision and school improvement plan</li> <li>• ability to self-inspect, review and implement changes to their own working practices</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• outstanding classroom practitioner, with the ability to inspire others</li> <li>• a proven track record in leading, challenging and supporting staff in improving classroom practice and raising standards</li> </ul>

	<ul style="list-style-type: none"> <li>• a thorough understanding of how children learn in different ways and a demonstrable ability to use innovative ways to overcome barriers to learning</li> <li>• able to determine, organise and implement the curriculum successfully and establish creative, responsive and effective approaches to teaching and learning</li> <li>• knowledge and understanding of the whole primary phase</li> <li>• able to use data effectively in target-setting, monitoring and evaluation to improve progress for each child</li> <li>• prepared to undertake some aspects of teaching as required</li> </ul>
<b>Partnership and Communication</b>	<ul style="list-style-type: none"> <li>• commitment to contributing to the collaborative ethos of the CARE Foundation Trust and other local partnerships</li> <li>• an effective team player with proven ability to work collaboratively with governing body, parents, other schools and the local authority</li> <li>• an excellent communicator who will ensure that parents are fully involved in the school and are kept well informed about opportunities, curriculum, pupil attainment and progress</li> <li>• a leader who will act as an ambassador for the school and enthusiastically promote the school and its strengths within the wider community</li> <li>• Successful experience of multi-agency working (eg LIFT, specialist teacher service, NHS, KEPS etc )</li> </ul>
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>• a qualified teacher</li> <li>• sustained and recent successful senior leadership experience in the primary age range</li> <li>• able to show evidence of significant and relevant continued professional development.</li> </ul>