



Phoenix Community Primary School

Headteacher Person Specification

This person specification is related to the requirements of the post as determined by the job description. Short listing will be carried out on the basis of how well you meet the requirements of the person specification. You should refer to these points when completing your application.

Professional Qualifications
<ul style="list-style-type: none">• Qualified teacher status.
<ul style="list-style-type: none">• Be an existing Headteacher, Deputy Headteacher or Head of School. It would be beneficial to have NPQH.
<ul style="list-style-type: none">• Evidence of continuing professional development relating to school leadership and curriculum development.
Leadership and Management – an inspiring school leader
<ul style="list-style-type: none">• A well-grounded and inspirational individual with successful senior leadership experience in a primary setting.
<ul style="list-style-type: none">• A commitment to embracing and building on Phoenix Community School's creative and inclusive learning culture.
<ul style="list-style-type: none">• Someone with an aspirational vision for the school who sets high standards and promotes excellence and accountability.
<ul style="list-style-type: none">• A commitment to working positively with the Governing Body towards a shared vision for the school.

- A strategic thinker with the ability to work under pressure, determine priorities and meet deadlines.

- A leader with presence and visibility who will continue to build on Phoenix Community School's creative and academic achievements.

- Evidence of distributive leadership within a team, motivating and empowering colleagues. Sharing good practice and ideas throughout the school.

- An ability to demonstrate a thorough grasp of school data and how to use it to enhance the education that we provide. Assessing the impact on the children's longer-term learning.

- An ability to nurture and develop partnerships and collaboration in all communities.

- Having excellent people skills with an ability to be a lead ambassador for the school.

- Someone who will engage with parents to assist them in contributing to the school and their children's success.

Knowledge and Experience

- A thorough understanding of current statutory requirements with a demonstrable ability to keep abreast of wider developments in education.

- Proven experience of promoting outstanding teaching and learning across the primary age range, assisting teachers to develop their practice towards that goal.

- Evidence of involvement in successfully managing change within a school in a constructive and sensitive manner.

- Evidence of a passionate desire for the holistic development of every child.

- Ability to generate, manage and monitor budgets and to deploy human resources effectively.

Safeguarding

- Evidence of being strongly committed to the safeguarding of all individuals and promoting the welfare of children.
- Either holding a DSL qualification or having the expectation of completing or updating training.
- A commitment to maintain and further develop a culture of vigilance relating to safeguarding and child protection.

Personal Qualities and Attributes

- A caring, people person who is approachable, empathetic and who understands and fosters the well-being of staff and pupils.
- Is committed to building a whole school community, actively including staff, pupils and parents.
- Is collegiate in approach and works well with others in other agencies and local networks and communities.
- Approaches challenges with enthusiasm and initiative and who embraces and values creativity within the school environment.