



**St John's CEP School, Sevenoaks
Headteacher Person Specification**

Qualifications:

- Have achieved QTS
- To be able to evidence further Professional Development in preparation for Headship e.g. NPQSL, preparing for Headship course

Experience:

- May have teaching experience of working in more than one school and more than one Key Stage
- Evidence of successful senior leadership experience
- Appropriate training and experience of Safeguarding / Child Protection
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at senior leader level
- Experience of line management and appraisal
- Experience of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents and the wider community

1. Leadership:

- Identifies and develops a positive and compelling vision of the school's future potential
- Is able to inspire staff, pupils, parents and the local community, developing engagement with school vision, values and goals which impact on school improvement
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes
- Proactively develops and implements innovative ideas regularly reviewing school performance data and works in partnership with the senior leadership team
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations

2. Teaching, Learning, Assessment and Additional/Special Educational Needs

- Demonstrates a secure understanding of curriculum, design and delivery to include how assessment information is accurately used to improve the quality of teaching and learning

- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve
- Effectively deploys resources to ensure a positive impact on outcomes for vulnerable groups closing attainment gaps
- Is an outstanding practitioner who is able to model all elements of good practice to staff

3. Organisational Effectiveness

- Distributes leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account
- Creates an ethos within which all staff are coached, motivated and supported to develop their own skills and subject knowledge, and to support each other
- Proactively responds to change opportunities, working in partnership with the school leadership and Governing Body maximising and building upon the opportunity to drive school performance. Has an understanding of the use and potential of IT in teaching and learning both currently and in the future

4. Ethos / Values / Religious Character

- Is able and committed to promote and develop the school's distinctive Christian vision, standards and character in accordance with the SIAMS framework, ensuring the Spiritual, Moral, Social and Cultural development of all pupils
- Demonstrates an ability to establish and sustain the school's ethos and strategic direction in partnership with the Governing Body and through consultation with the school community
- Demonstrates a commitment to fundamental British Values and the ability to embed these into the ethos and school curriculum
- Shows respect and sensitivity towards cultural and religious differences

Safeguarding:

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children
- Have a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection

The School and its staff are committed to Safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.