



St John's Church of England Primary School, Sevenoaks

Person Specification

Section 1 Qualification and Experience

1. Qualifications

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

2. Experience

- May have teaching experience of working in more than one school, including a Church 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 whole school level
- Can demonstrate impact of line management and appraisal on school improvement
- Experience of budgets
- Experience and good understanding of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents, the Church and the wider community

Section 2 Leadership

- Works in partnership with the Governing body to develop and build upon the school's vision, to be cascaded via the senior leadership team to improve school performance
- Is an outstanding communicator with staff, parents and the wider community through a variety of innovative and traditional means
- Is able to inspire and influence 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 so as to show their impact
- Demonstrates excellent people management skills, emotional intelligence and approachability effectively building team spirit
- Maintains a good knowledge of latest educational developments and innovative ideas, implementing these to drive school improvement
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations
- Welcomes strong governance and actively supports the Governing body to understand its role and deliver its functions of strategy-setting and monitoring effectively

Section 3 Teaching, learning, assessment and additional/special educational needs

- Demonstrates an exceptional understanding of curriculum, design and delivery, that sets out the knowledge, skills and values that will be taught
- Creates an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the school and the impact this has
- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve and therefore ensures that pupils are effectively prepared for their next phase of education and life
- Is an expert practitioner in planning and delivering a high-quality provision, which secures strong outcomes and closes attainment gaps for all vulnerable groups
- Consistently achieves ambitious targets set from effective data analysis and evaluation
- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults by implementing a school-wide approach to behaviour

Section 4 Organisational effectiveness

- Is able to hold all staff to account for their professional conduct and practice, supporting them to improve and value excellent practice including training
- Has experience of working in partnership with the school leadership team, responding to opportunities for change and making positive use of the opportunities presented
- Exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability
- Monitors performance against deadlines and milestones

Section 5 Ethos / Values / Religious Character

- Commitment to promote and develop the school's distinctive Christian vision in accordance with the SIAMS framework and the Church
- Effectively develops the school and curriculum to reflect the teaching of British Values
- Shows respect and sensitivity towards cultural and religious differences
- Has a compelling vision and understanding of spirituality and how it can be lived out in a school community
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development

Section 6 Safeguarding

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community

The School 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