



Section 1 Qualifications and Experience

We are looking to appoint a Headteacher who has:

- Achieved QTS and NPQH (or able to evidence further Professional Development in preparation for Headship).
- Teaching experience 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.
- Evidence of impact of leadership on Teaching, Learning and Assessment at whole school level.
- Evidence of impact of line management and appraisal on school improvement.
- An understanding of school finances and financial management (including budget monitoring).
- Experience and good understanding of School Improvement Planning and Self Evaluation.
- Experience of working with Governors, parents and the wider community.

Section 2 Leadership

We are looking to appoint a Headteacher who will:

- Create an inspirational Christian vision for the school and be able to communicate this and the school ethos, both internally and within the wider community.
- Lead by example - with integrity, creativity, resilience and clarity.
- Connect with staff, pupils, parents and the local community in order to inspire a shared love of learning and common purpose, which will put the school at the heart of St Mary's Platt.
- Promote a clear philosophy to staff which strives for creative and exemplary teaching and learning.
- Demonstrate ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes.
- Demonstrate excellent people management skills and emotional intelligence.
- Be approachable and visible in school whilst managing a demanding workload.
- Recognise the strengths of the team and delegate effectively.
- Create an environment that welcomes and encourages all team members to innovate and create new positive learning experiences for the children.
- Make difficult decisions and convey outcomes clearly and sensitively.
- Work in collaboration with governors to strive for continual school improvement.

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

We are looking to appoint a Headteacher who will:

- Demonstrate a proven track record of school improvement.

- Create an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the school.
- Recognise the attributes of exemplary classroom practitioners in order to grow an outstanding team of teachers and teaching assistants who enjoy developing an inspiring and inclusive curriculum.
- Ensure that teachers and other staff have consistently high expectations of all pupils with a clear understanding of different children's needs and learning styles.
- Create an outward-facing school which works with other schools and organisations to champion best practice, learn from others, and secure excellent achievements for all pupils.
- Use data to identify learning gaps on a pupil-by-pupil basis, resulting in improved pupil outcomes and progress, consistently achieving ambitious targets.
- Empower others to look constructively at their own performance, how this has an impact on the work of the school, and encourage continual professional development.
- Foster a culture of high expectation, positive behaviour and mutual respect between pupils and adults.

Section 4 Organisational effectiveness

We are looking to appoint a Headteacher who will:

- Hold all staff to account for their professional conduct and practice, supporting them to improve and value excellent practice.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Adapt to changing circumstances, promote new ideas and initiatives, and make positive use of the opportunities they present.
- Demonstrate effective management of school budgets to ensure effective cash flow and the equitable deployment of resources.

Section 5 Ethos / Values / Religious Character

We are looking to appoint a Headteacher who will:

- Establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Promote positive and respectful relationships across the school community and a safe, collaborative and inclusive environment.
- Understand the importance of British values, consistently model these values and demand the highest standards of respect and tolerance from all staff, pupils and stakeholders.
- Promote equality of opportunity and respect for diversity.
- Promote and develop the school's distinctive Christian vision and model Christian values.
- Be regarded as a school leader but also a team player, with a commitment to work in partnership with the Governing Body, local church, other educational establishments, the Diocese and the Local Authority.

Section 6 Safeguarding

We are looking to appoint a Headteacher who will:

- Demonstrate consistent understanding and a commitment to Safeguarding and the welfare of

all children.

- Have a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection.
- Create a culture of vigilance and nurture across the whole school community.

The School is 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.