



Person Specification for Head of School

Job Title: Head of School

Start: September 2026

Salary: L8-12

Candidates need to address the following points in their application as the person specification will be used to shortlist:

- Foster high standards and expectations of learning, behaviour and attendance
- Resilience and ability to work under pressure
- Ability to manage staff underperformance and develop able colleagues further
- Commitment to vision of Executive Headteacher
- Committed to own development and that of others
- Ability to develop and embed new systems and practice for day-to-day running of the school
- Capacity to build teams and develop individuals
- Sound understanding of curriculum design/development, implementation, monitoring and review
- Ability to lead change with positive impact on standards
- Experience of setting, monitoring and meeting targets for self and others
- Organised and attention to detail
- Good timekeeping and ability to meet deadlines
- Ability to work with parents and the wider community effectively
- Strong and effective written and verbal communication to people of all levels
- Sound judgement and strong intuition, especially in difficult situations
- Ability to provide the correct balance of support, challenge and accountability to get the very best from teaching and non-teaching staff
- Ability to analyse and use pupil performance data effectively with staff, pupils and parents
- Leading staff and building teams
- Experience of the full range of monitoring of the quality of teaching coupled with the ability to give accurate judgments and incisive feedback
- Experience of developing the quality of teaching and learning
- Understanding and ability to work effectively with wider stakeholders including LGB, diocese and LA
- An ability to recognise and uphold the Christian ethos of each of the KULB church schools



- Being good or outstanding teacher
- Sound understanding of what makes a school good and outstanding
- Experience of developing systems and processes for day-to-day running to the school
- Knowledge of health, safety, safety, safeguarding and child protection policy and practice for both on and off-site