



Thurnham Church of England Infant School

Headteacher - Person Specification

Qualifications:

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

Experience:

- Have teaching experience of working in more than one school and more than one Key Stage
- Evidence of successful senior leadership experience in more than one school OR recent DHT or HT 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 managing budgets
- Experience and good understanding of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents and the wider community

Leadership:

- Continues to develop and communicates a compelling distinctive Christian vision of the school's future potential which effectively sets the expectations for the school.
- Demonstrates excellent people management, consultative and communication skills, emotional intelligence, and approachability whilst being able to make difficult decisions and convey outcomes clearly and sensitively.
- Maintains a good knowledge of latest developments and innovative ideas, effectively analysing risk, and working in partnership with the senior leadership team, implementing these to drive school performance.
- Provides visible and supportive direction which empowers, enables,

motivates and develops the whole school and can lead by example with integrity, creativity, resilience and clarity.

Teaching, Learning, Assessment and Additional/Special Educational Needs:

- Creates an outward-facing school which works with other schools and organisations in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils
- Demonstrates a secure understanding of curriculum, design and delivery, that sets out the knowledge, skills and values that will be taught.
- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve and are effectively prepared for their next phase of education and life.
- Works with all stakeholders to identify long term priorities for the school, ensuring these continue to inform both the School Plan and the quality of teaching across the school.
- Accurately identifies the components of good teaching and demonstrates the coaching skills needed to transmit these to peers and other staff.

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 the school which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Works in partnership with the school leadership team, responding to change opportunities, providing effective solutions for implementation, and making positive use of the opportunities it presents.
- Exercises strategic, curriculum-led financial planning and management to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability.
- Effective time management, ability to set clearly defined objectives and deploy resources needed to accomplish tasks.

Ethos/Values/Religious Character:

- Upholds and promotes a distinctive Christian ethos and the Spiritual, Moral, Social and Cultural development of all pupils.

- Ability to establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Understands the importance of British values, consistently models these values and demands the highest standards of respect and tolerance from all staff, pupils and stakeholders.
- Values and respects the different experiences, ideas and backgrounds others bring to the school community.

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
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community

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.