



**Headteacher: Mrs H Hunt**  
Roberts Road, Snodland, Kent, ME6 5HL  
Tel: 01634 241251  
Email: office@snodland.kent.sch.uk  
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## **Section 1: Qualification and Experience**

### **1. Qualifications**

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

### **2. Experience**

- Have teaching experience of working in more than one school and more than one Key Stage.
- Evidence of successful senior leadership experience in at least one school.
- Appropriate training and experience of Safeguarding and Child Protection.
- A proven track record of impacting on standards and effectiveness in at least one school at senior leadership level.
- Can demonstrate impact of line management and appraisal on school improvement and experience of change management.
- Evidence of school improvement through effective and sustainable budget setting.
- Deep and accurate understanding of school effectiveness through targeted School Improvement Planning and accurate Self Evaluation.
- Experience of developing the shared vision through working with Governors and the creation of positive partnerships with parents and carers, and the wider community.

## **Section 2: Leadership**

- Creates a shared vision and ethos with internal and external stakeholders.
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes.
- Inspires and influences others to believe in the importance of education in our children's lives and encourages them to value education.

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

- 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 a leader that empowers expert practitioners in planning and delivering a high-quality provision, which secures strong outcomes and closes attainment gaps for all vulnerable groups.





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- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults.

#### **Section 4: 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 motivated and supported to develop their own skills and subject knowledge through high-quality training and sustained professional development.
- Exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability.
- Makes prompt, clear decisions which may involve tough choices or considered risks.

#### **Section 5: Ethos / Values / Religious Character**

- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development.
- Consistently models the values of the school and demands the highest standards of respect, inclusivity and tolerance from all staff, pupils and stakeholders.
- Is able and committed to promote and develop the school's distinctive Christian vision, standards and character.
- Is regarded as a school leader but also a team player, with a commitment to work in partnership with the Governing Body, parents, carers, local churches, other places of worship, other schools, pre-schools, the Diocese, and Local Authority, and continue to contribute to the collaborative ethos of local partnerships.

#### **Section 6: 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.

**Snodland Church of England Primary 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.**



*Living life to the full to the glory of God*