



# ST GEORGE'S CHURCH OF ENGLAND FOUNDATION SCHOOL

*"Every moment, every day, every individual counts"*

Primary: Hope Way, Broadstairs, Kent CT10 2FR

Secondary: Westwood Road, Broadstairs, Kent CT10 2LH

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**website:** [www.stgeorges-school.org.uk](http://www.stgeorges-school.org.uk)

## Section 1 Qualification and Experience

### 1. Qualifications

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

### 2. Experience

- Have a broad range of teaching experience across more than one school and Key Stage, ideally including both primary and secondary settings, with substantial experience at secondary level.
- Evidence of successful Senior Leadership experience in at least one school
  - Understanding of all Key Stages from EYFS to Key Stage 5
  - Proven ability to grow and sustain high-performing teams including designing and embedding an effective leadership structure that reflects the needs of all key stages
- Appropriate training and experience of Safeguarding / 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 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 the wider community



*"For the body does not consist of one member but of many" 1 Corinthians 12:14*

**HOPE**

**FORGIVENESS**

**COMPASSION**

**FRIENDSHIP**

**WISDOM**

## Section 2 Religious Character and Culture

- Ability and desire to actively promote, sustain and embody the school's Christian ethos, vision and values, ensuring they underpin all aspects of school life, including relationships, decision-making and the well-being of the whole community.
- Ability to work in partnership with the Governing Body, parents, local churches, other places of worship, other schools, pre-schools, the Diocese, Local Authority and continue to contribute to the collaborative ethos of local partnerships.
- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults.
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development.

## Section 3 Leadership

- Is able to inspire and influence staff, pupils, parents and the local community, developing engagement with the school's Christian vision, values and goals which impact on school improvement.
- 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.
- Leads by example with integrity, creativity, resilience and clarity demonstrating sound judgement and the ability to make difficult decisions when required.
- Provides visible and supportive direction which empowers, enables, motivates and develops the whole school.
- Translates the school vision into guidance and direction, which enables the senior leadership team to drive school performance.
- Demonstrates excellent people management skills, emotional intelligence and approachability and creates an ethos within which all staff are motivated and communicate effectively.
- Maintains a good knowledge of latest developments and innovative ideas, effectively analyses risk and, working in partnership with the senior leadership team, implements these to drive school performance.

## Section 4 Teaching, learning, assessment and additional/special educational needs

- Demonstrates a secure understanding of curriculum, design and delivery, that sets out the knowledge, skills and values that will be taught that results in high outcomes for all pupils.
- Ensures that teachers and other staff have consistently high expectations of what each pupil (including all vulnerable groups) can achieve and therefore ensures that pupils are effectively prepared for their next phase of education and life.
- Effectively supports others to create an effective and stable learning environment, by monitoring the quality and consistency of teaching throughout the school.
- A proven track record of implementing a school wide consistent approach to positive behaviour management and securing good attendance.

## Section 5 Organisational effectiveness

- Ability to create and sustain an ethos where all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Is able to hold all staff to account for their professional conduct and practice, encouraging and supporting them to improve and value excellent practice
- Distributes leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account.
- Proven ability to lead and manage complex change, working collaboratively to design, implement and deliver a coherent strategic vision that prepares the school for the future and empowers others, and drives sustained organisational improvement.
- Demonstrates an outward-facing approach, fostering strong partnerships with other schools to share best practice, support collaborative working and enhance learning and improvement across the organisation.

## Section 6 Values and 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.
- Understands the importance of British values, consistently models these values demanding the highest standards of respect and tolerance from all staff, pupils and stakeholders.

**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.**