



HEADTEACHER PERSON SPECIFICATION

Essential	Desirable	Evidence
Qualifications		
Qualified Teacher Status NPQH or equivalent	Further relevant professional studies, eg MA, MEd, PQSI Further relevant professional studies	Certificates References
Experience		
Evidence of your experience of leadership in a UK Primary Education setting. Leadership in curriculum development and innovation and in school self-evaluation, including monitoring and evaluation strategies Evidence of the leadership and management of teams and the professional and pastoral development of staff. Successful experience of strategic financial planning, managing a budget and ensuring value for money	Evidence of working in more than one school, college or learning environment. An understanding of this school's specialist areas of sport and the Arts.	Application form Letter of application Interview References

Essential	Desirable	Evidence
Knowledge, skills and abilities		
<p>Proven track record of working with a Governing Body/Board of Trustees to realise the vision for the school.</p> <p>Empathy with, and sound understanding of, the Christian faith ethos, values and vision that underpin the school.</p> <p>Knowledge of the statutory requirements and relevant legislation relating to school leadership and management including health and safety, child protection and safeguarding.</p> <p>Knowledge and understanding of the principles and practices of a performance management scheme for all staff within a school setting.</p> <p>Understanding of the Free Schools framework and the ability to create curriculum, models of learning and teaching, systems and processes that are innovative and effective, rethinking traditional methodologies as necessary.</p> <p>The vision to develop long and medium term strategies as well as the ability to articulate, effectively communicate and deliver such strategies; leading, motivating and inspiring staff through changes.</p> <p>Commitment to the professional and personal</p>	<p>Take a leadership role within and across the community.</p> <p>Engage in school-to-school collaboration and contribute to leadership in the wider education system.</p> <p>Contribute to achievement of community cohesion.</p> <p>Knowledge and understanding of new technologies in education at local, national and global levels.</p> <p>Strengths, capabilities and objectives of other schools, services and agencies.</p> <p>Demonstrable political acumen.</p>	<p>Application form</p> <p>Letter of application</p> <p>Interview</p> <p>Presentation</p> <p>References</p>

Essential	Desirable	Evidence
<p>development of every member of staff, ensuring each one is supported very well. Commitment to an ethos of excellence in training new teachers and developing new leaders.</p> <p>Proven ability to provide leadership training and mentoring including the spotting of talented staff who would benefit from leadership equipping.</p> <p>Proven ability to analyse and interpret pupil performance data and set challenging and realistic targets, and plan effective intervention and monitor impact in order to ensure students make good progress.</p> <p>Demonstrable experience in school improvement strategies and be capable of leading the Trust's school improvement advice contract with Kent County Council.</p> <p>Knowledge and understanding of new technologies and their impact.</p> <p>Proven ability to work effectively with members of the local community and local schools in developing the school as a community resource.</p> <p>Ability to ensure a positive ethos including positive behaviour management, and a safe, stimulating and attractive learning environment for pupils.</p>		

Essential	Desirable	Evidence
Personal skills and qualities		
<p>Excellent leadership skills; can lead both by example and strongly from the front.</p> <p>The ability to operate in a collegiate way with the Trust and in accordance with its vision, ethos and strategy.</p> <p>Being positive and approachable, fostering a family feel in the school.</p> <p>Ability to delegate effectively and manage the performance of others, giving them the time and resources they need to achieve well.</p> <p>Excellent communications skills, both oral and written.</p> <p>Well-developed emotional intelligence (interpersonal skills).</p> <p>Capable of managing stress and anxiety in themselves and identifying and supporting staff with stress difficulties.</p> <p>Ability to inspire, support, encourage and motivate staff and students and retain the trust of parents.</p> <p>Resilience when faced with complex and demanding situations.</p>		<p>Application form</p> <p>Letter of application</p> <p>Interview</p> <p>References</p>

Essential	Desirable	Evidence
Effective prioritisation and organisation, resulting in a capacity to work under pressure and an appropriate work/life balance.		
Additional requirements		
<p>Suitable for work with children and young people, this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A criminal record disclosure will be required prior to appointment</p> <p>Good health and attendance record</p> <p>Excellent and unequivocal references</p>		<p>Application form</p> <p>Interview</p> <p>References</p>
Equality issues		
Evidence of a commitment to equality and diversity and an understanding of its effective operation within a school		<p>Application form</p> <p>Interview</p>