



PERSON SPECIFICATION - PEMBURY SCHOOL

HEADTEACHER: GROUP 3 SCHOOL

Qualifications:

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

Experience:

- Have teaching experience of working in more than one school and more than one Key Stage
- Evidence of successful headship or deputy headship experience in at least one school
- Appropriate training and experience of Safeguarding / Child Protection
- A proven track record of impacting on standards and effectiveness in at least one school at headship level or deputy headship 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

Safeguarding:

- Demonstrates 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

Leadership:

- 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 develop the school's future potential
- Leads by example - with integrity, creativity, resilience and clarity
- Provides visible and supportive direction which inspires, empowers and motivates the whole school to ensure outstanding teaching and learning

Teaching and Learning:

- Consistently achieves ambitious targets set from effective data analysis and evaluation
- Is an exceptional practitioner who is able to model all elements of outstanding practice to staff
- 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

School Management and Sustainability:

- Distributes leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account to achieve excellent outcomes for all pupils
- Adapts to changing circumstances, actively encourages new ideas and change initiatives, making positive use of the opportunities presented.
- An open, approachable, inspiring communicator who adapts interpersonal style to suit different audiences including securing positive parental engagement

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
- 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

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.