



**TUNBURY PRIMARY SCHOOL**

## **Person Specification: Headteacher**

### **Qualifications:**

- Have achieved QTS
- To be able to evidence continuing further Professional Development relating to Leadership e.g. NPQH, Masters

### **Experience:**

- Evidence of successful Headship experience, in an interim or substantive post, in at least one school
- Have teaching experience of working in more than one school and more than one Key Stage
- 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
- Can demonstrate impact of line management and appraisal on school improvement and experience of effective change management
- Evidence of school improvement through effective budget setting and monitoring
- In-depth and accurate understanding of school effectiveness through targeted School Improvement Planning and accurate Self Evaluation
- Experience of developing the shared vision through working with staff and Governors
- Experience of maintaining positive partnerships with parents and the wider community

### **Leadership:**

- Creates a shared vision and ethos with internal and external stakeholders, which effectively sets the future expectations for the school
- 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
- Regularly reviews school performance data and works in partnership with governors and the senior leadership team to ensure pupil, staff and financial performance can be properly monitored

### **Teaching and Learning:**

- Secures excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design

- Focuses on pupils' needs and sets high expectations for all, demonstrating a passionate belief that all young people can succeed
- Works with teams to identify the right long-term priorities for the school, ensuring these continue to inform both the School Development Plan and the quality of teaching across the school
- Demonstrates how rigorous review and evaluation of whole school performance management empowers others to look constructively at their own performance and leads to school improvement; raises achievement and brings about high expectations of success

#### **School Management and Sustainability:**

- Is able to quickly establish rigorous, fair and transparent systems and measures, for managing the performance of all staff, addressing any underperformance
- Creates an ethos within 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, proactively responding to change opportunities, providing effective solutions for implementation, and making positive use of the opportunities it presents
- Has experience of managing school budgets and exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability
- Delegates work appropriately and fairly, providing others with clear direction

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

- Promotes equality of opportunity and respect for diversity, valuing the different experiences, ideas and backgrounds others bring to work
- Is regarded as a school leader but also a team player, with a commitment to work in partnership with the Governing Body, parents, local churches, other schools, pre-schools, Local Authority and continue to contribute to the collaborative ethos of local partnerships
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development

#### **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.***