



## Person Specification: Headteacher

### Qualifications:

- Have achieved QTS
- To be able to evidence further Professional Development in preparation for leadership

### Experience:

- Evidence of successful Headship experience 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 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.

### Leadership:

- Able to inspire staff, pupils, parents and the local community, developing engagement with school vision, values and goals which impact on school improvement.
- Demonstrates excellent people management skills, emotional intelligence and approachability.
- Maintains a good knowledge of current and established developments and innovative ideas, effectively analyses risk and, working in partnership with the senior leadership team, implements these to drive school improvement.

### Teaching and Learning:

- Demonstrates a secure knowledge of how assessment information is effectively used to improve the quality of planning for teaching and learning.
- Challenges the status quo to bring about change and improvement, challenging and supporting others constructively to realise the school's culture,



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aspirations and targets.

- Empowers others to look constructively at their own performance and how this impacts the school.
- Recognises the broad curriculum offered at the school and is committed to developing and enhancing the depth and breadth of this curriculum.

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

- Instils a strong sense of accountability in all staff for the impact of their work on pupils' outcomes.
- Identifies emerging talents in current and aspiring leaders, leading to clear succession planning.
- Makes prompt, clear decisions which may involve tough choices or considered risks.

### **Ethos/Values:**

- Encourages organisational and individual responsibility towards the community and the environment.
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social and physical development.

### **Safeguarding:**

- Demonstrate a commitment to and understanding of 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.



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