



Person Specification: Headteacher Broadwater Down Primary 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, including working successfully with children with Special Educational Needs and effectively managing pupil behaviour
- Evidence of successful senior leadership experience in more than one school OR recent DHT or HT experience
- Appropriate training and experience of Safeguarding / Child Protection
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at whole school level
- Can demonstrate impact of line management and appraisal on school improvement
- Experience of budget setting
- Experience and a good understanding of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents and the wider community

Leadership:

- Creates and communicates a compelling vision, which effectively sets the future expectations for the school
- Leads by example – with integrity, creativity, resilience and clarity
- Has the ability to empower all staff and pupils to strive to excel
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes
- Regularly reviews school performance data and works in partnership with the senior leadership team

Teaching and Learning and Assessment:

- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve

- Effectively supports others to create an effective and stable learning environment, by monitoring the quality and consistency of teaching throughout the school
- Is an outstanding practitioner who is able to model all elements of good 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

- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- Instils a strong sense of accountability in all staff for the impact of their work on pupils' outcomes
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Takes initiative, acts with confidence and works under own direction
- Effective financial and resources management to achieve educational priorities

Ethos/Values

- Promotes equality of opportunity and respect for diversity
- 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
- Conveys their passion to make a difference

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

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.