

Headteacher - Greastone Primary School & Nursery



Person Specification

The Governing Board is seeking to appoint a dynamic and creative practitioner with high expectations, proven leadership skills and a commitment to maintaining the highest educational standards who will model best practice regarding professional conduct, workload and personal development.

Qualifications

- Has achieved Qualified Teacher Status
- Evidence of further Professional Development

Experience

- Teaching experience in more than one school and more than one Key Stage
- Evidence of successful Senior Leadership experience, preferably at Headship level
- Appropriate training and experience of Safeguarding and Child Protection
- A proven track record of impacting on standards and effectiveness 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 management
- 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

- Works in partnership with the Governing Board to develop and build upon the School's vision, to be cascaded via the Senior Leadership Team to improve school performance
- Is able to inspire staff, pupils, parents and the local community, developing engagement with the school's vision, values and goals that impact on school improvement
- Demonstrates excellent people management skills, emotional intelligence and approachability

Teaching, Learning and Assessment

- Has a proven track record of school improvement and managing successful school evaluation
- Is an expert practitioner in planning and delivering a high quality provision that secures strong outcomes and closes attainment gaps for all vulnerable pupils
- Creates an outward-facing school that works with other schools and organisations in a climate of mutual challenge to champion best practice and secure excellent achievements for all pupils
- Effectively supports others to create an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the School

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, and identifies emerging talents in current and aspiring leaders, leading to clear succession planning
- Adapts to changing circumstances, accepts new ideas and change initiatives and deals with ambiguity, making positive use of the opportunities it presents
- Monitors performance against deadlines and milestones and manages time effectively

Ethos and Values

- Possesses a passionate belief that all young people can succeed
- Demonstrates integrity in all aspects of work
- 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
- Values and respects the different experiences and ideas that others bring to work

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