



Person Specification Headteacher

Salary: Group 2 - £48,808 - £57,986

Responsible to: The school's Governing Body

Qualifications

You will have:

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

Experience

We will look for evidence of:

- experience of more than one school and more than one Key Stage
- successful senior leadership experience in more than one school
OR recent DHT or HT experience
- training and experience of Safeguarding / Child Protection
- impact of leadership on Teaching, Learning and Assessment at whole school level
- impact of line management and appraisal on school improvement
- understanding of school budgets
- experience and a good understanding of School Improvement Planning and Self Evaluation
- experience of working with Governors, parents and the wider community

Leadership

We will look for evidence of your ability to:

- work in partnership with the Governing body to develop and build upon the school's distinctly Christian vision
- inspire staff, pupils, parents and the local community, developing engagement with school vision, values and goals to impact on school improvement
- think strategically: initiating, planning, monitoring and evaluating school improvement and change processes



- lead by example the professional conduct and practice of staff, in a way that minimises unnecessary teacher workload
- employ excellent people management skills, emotional intelligence and approachability
- maintain a good knowledge of latest developments and innovative ideas, effectively analysing risk and, working in partnership with staff, implementing these to drive school performance
- make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations

Teaching and Learning

We will look for evidence of your ability to:

- create an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the school, ensuring that teachers and other staff have consistently high expectations of what each pupil can achieve
- accurately identify the components of good teaching, and demonstrate the coaching skills needed to transmit these to peers and other staff
- rigorously review and evaluate whole school staff performance management leading to school improvement; raising achievement and bringing about high expectations of success
- build wide and effective networks of contacts, inside and outside the organisation

School Management and Sustainability

We will look for evidence of your ability to:

- instill a strong sense of accountability in all staff for the impact of their work on pupils' outcomes
- distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account
- create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- provide high quality teaching through high quality training and sustained professional development for all staff



- exercise strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability
- set clear objectives and gain agreement and commitment from others by persuading, convincing and negotiating

Ethos/Values/Religious Character

We will look for evidence of:

- a commitment to uphold and promote the school's distinctive Christian ethos, vision and character, and to support the Spiritual, Moral, Social and Cultural development of all pupils
- a passionate belief that all young people can succeed
- a commitment to uphold and promote fundamental British Values and the ability to embed these into the ethos and school curriculum
- an ability to promote equality of opportunity and respect for diversity

Safeguarding

We will look for evidence of your:

- commitment and understanding to Safeguarding and the promotion of the welfare and safety of children
- deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection
- leadership impact on the development of a culture of vigilance and nurture across the whole school community

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