

PERSON SPECIFICATION

HEADTEACHER: GROUP 2 SCHOOL



This person specification sets out the many and varied qualities we are looking for in the individual to be selected as Headteacher of Harrietsham Church of England Primary school. The following items are key competencies that the governing body believe our new headteacher will need:

- Have achieved QTS and be able to evidence further Professional Development in leadership.
- Evidence of successful recent DHT or HT experience
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at whole school level along with a demonstrable impact of line management and appraisal on school improvement
- Can demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children with a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection
- Is able to inspire staff, pupils, parents and the local community, creating and developing engagement with the school vision and values which ensure the school flourishes, underpinned by the Christian ethos of the school
- 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, the Diocese and the Local Authority, believing in the strategy of 'better together'
- Ability to empower all staff and pupils to flourish
- Is able and committed to promote and develop the school's distinctive Christian vision, standards and character
- Identifies and develops a positive and compelling vision of the schools future potential, recognising and growing all staff at all levels in the organisation
- Ability to adapt, communicate and engage with people at all levels and from all areas of the community through the demonstration of excellent management skills, emotional intelligence, warmth and approachability

- Demonstrates an ability to think strategically; initiating, planning, monitoring and evaluating school improvement and change processes
- Develops and implements effective interventions to improve school performance, effectively adapting their approach to enhance impact
- Welcomes strong governance and actively supports the Governing Body to understand and improve its role
- Inspires and influences others from within the school and community
- An outstanding practitioner with a proven track record of school improvement, ensuring teachers and other staff have consistently high expectations of what each pupil can achieve
- Has a passionate belief that all young people can succeed
- Has experience of successful implementation and management of change, with the ability to make prompt, clear decisions which may involve tough choices or considered risks.
- Has experience of managing school budgets to ensure effective cash flow and the equitable deployment of budgets and resources.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development