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| **Job Title: Head of School** | **Closing date: 2nd July 2020** |
| **Location: Gillingham, Kent** | **Interview date: *6th July 2020*** |
| **Salary / salary range: L15-L20** | **Start date: *January 2021/September 2020 if possible*** |

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**Napier Primary Academy: Shaping lives; building futures**

At Napier, we believe that **every** child can succeed. We will ensure that our children will develop high aspirations, self-belief, respect, compassion, and an understanding of their world and their community. We believe that growing competence and mastery of reading, writing, and mathematics are the foundations that allow children and young people to build a happy, self-determined and fulfilled life.

As the Head of School, you will have responsibility for:

* Sharing of vision and direction with the Executive Head Teacher.
* Accountability for the quality of teaching, learning and assessment.
* Leadership development , (coaching and mentoring) of the SLT and MLT and monitoring of their work, (particularly in relation to their evaluations of teaching, learning and assessment)
* Designated Safeguarding Officer.
* Day to day running of the school.
* Day to day management of behaviour and discipline.
* Maintenance of classroom standards.
* Performance Management of all teachers, excluding  NQTs.
* Organising staff training.
* Parental engagement.
* Reporting to governors.

For this role, you will have:

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| Requirements | Essential | Desirable |
| Qualified Teacher Status | E |  |
| Degree | E |  |
| Evidence of regular, recent and appropriate professional development for the role of Head of School | E |  |
| Evidence of recent leadership and ,management professional development | E |  |
| Has successfully undertaken appropriate Child Protection training/Designated Safeguarding Lead training | E |  |
| Successful leadership as a deputy headteacher or assistant headteacher | E |  |
| Be able to demonstrate successful/effective leadership in a school in a similar community / facing similar challenges |  | D |
| To have taken an active involvement in school self evaluation and development planning | E |  |
| An awareness of the financial management processes of a primary school |  | D |
| To have experience of and the ability to contribute to staff development across the primary rance (e.g. coaching, mentoring, INSET for staff) | E |  |
| Experience of teaching in more than one school | E |  |
| Experience of teaching in a school in similar circumstances / serving a similar community |  | D |
| Significant teaching experience within the primary phase | E |  |
| To have a working and current knowledge and understanding of all three key stages in the primary phase | E |  |
| To be able to effectively use data, assessment and target setting to raise standards/address weaknesses | E |  |
| To be able to exemplify how the needs of all pupils (SEN, AEM, AGT, EAL, GRT) have been met through high quality teaching | E |  |
| Demonstrate an awareness of the needs of the pupils at Napier Primary Academy and how these could be met | E |  |
| Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies | E |  |
| Excellent written and verbal communication skills (which will be assessed at all stages of the process) | E |  |
| To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice. | E |  |

For an informal discussion about the role, or to arrange a visit to the school, please contact Lou Lynch Executive Head teacher louise.lynch@tkat.org

**Working for TKAT:**

Leadership within TKAT schools requires passion, understanding, empathy and above all, a genuine love for the profession. Our role is to support you by giving you the flexibility to work how and when you need to; to open up opportunities to develop your career; to take care of your wellbeing at work; to enable you to flourish as an individual and to offer the kind of rewards you can only find from improving the prospects and life chances for literally thousands of children and young people.

**Safeguarding**

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

**Equal Opportunities**

TKAT is committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part time or on a flexible basis.