



Lady Joanna Thornhill (Endowed) Primary School

Headteacher – Person Specification

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.
- Evidence of successful Headship experience in at least one school
- Appropriate training and experience of Safeguarding / Child Protection
- A proven track record of impacting on standards and effectiveness in at least one school 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 setting
- 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 body, senior leaders, staff, and external stakeholders to develop and build upon the school's vision to improve school performance.
- Is able to inspire and empower staff, pupils, parents, and the local community and promote a clear philosophy.
- Demonstrates ability to think strategically: initiating, planning, monitoring, and evaluating school improvement and change processes, whilst maintaining a good knowledge of latest developments and modelling innovative ideas where appropriate

- Demonstrates excellent people management skills, emotional intelligence, and approachability with the ability to listen, consult with others and communicate proactively.

Teaching and Learning:

- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve and therefore ensure that all pupils (including those with Special Educational Needs and High Needs Funding) are effectively prepared for their next phase of education and life.
- Effectively deploys resources to ensure a positive impact on outcomes for vulnerable pupils.
- Creates an outward-facing school which works with other schools and organisations in a climate of mutual challenge to share and learn best practice and secure excellent achievements for all pupils.
- Analyses quantitative and qualitative data and all other sources of information effectively to inform school priorities and appropriately drive school improvement.
- Effectively supports, empowers, and coaches 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 and instill a strong sense of accountability in all staff for the impact of their work on pupils' outcomes.
- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge through continuing professional development.
- Exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the schools sustainability.

Ethos/Values/Religious Character

- Is committed to promoting positive and respectful relationships across the school community and a safe, orderly, and inclusive environment.
- Encourages organisational and individual responsibility towards the community and the environment.
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, and physical development.
- Is a courageous advocate who will promote dignity, respect, and

equality of opportunity, celebrate diversity, and promote an understanding of living well together both in the local, national, and global contexts.

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
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community.

The School and 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.