



Crockham Hill CofE Primary School Headteacher Person Specification

Qualifications:

- Have achieved QTS
- To be able to evidence further Professional Development in preparation for Headship e.g. NPQSL, preparing for Headship course

Experience:

- Have teaching experience of working in more than one school and more than one Key Stage
- Evidence of successful senior leadership experience
- Appropriate training and experience of Safeguarding / Child Protection
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at senior leader level
- Experience of line management and appraisal
- Experience of budgets
- Experience of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents and the wider community

Leadership:

- As a leader has a commitment to work in partnership with the Governing Body and all other stakeholders and build upon the school's vision
- Is able to inspire staff, pupils, parents and the local community, working with the current school vision, values and goals which impact on school improvement
- Demonstrates the ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes
- Demonstrates excellent people management skills, emotional intelligence and approachability to build and develop relationships
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations
- Demonstrates a rapid understanding of newly presented information and uses this effectively to support decision making

Teaching, Learning, Assessment and Additional/Special Educational Needs:

- Is an outstanding practitioner who is able to model all elements of good practice to staff and creates an effective and supportive stable learning environment
- Demonstrate a secure understanding of curriculum, design and delivery, that sets out the knowledge, skills and values that will be taught
- Demonstrates a secure knowledge of how assessment information is effectively used to improve the quality of planning for teaching and learning
- Ensures that all staff have consistently high expectations of what all pupils can achieve and are effectively prepared for their next phase of education and life

- Creates an outward-facing school which works with other schools and organisations in a climate of mutual challenge, to champion best practice and secure excellent outcomes
- Analyses quantitative and qualitative data and all other sources of information effectively to inform school priorities
- Demonstrates how rigorous review and evaluation of whole school staff performance management leads to school improvement; raises achievement and brings about high expectations of success whilst ensuring effective support and empathy in place for all staff
- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults

Organisational Effectiveness:

- Instils 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 and to support each other

Ethos / Values / Religious Character:

- Demonstrates integrity in all aspects of work
- Upholds and promotes a distinctive Christian ethos and the Spiritual, Moral, Social and Cultural development of the school
- Is committed to promoting positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- 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
- Promotes equality of opportunity and respect and sensitivity for diversity including cultural and religious differences

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

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.