



## Elms 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:

- Works in partnership with the Governing body to develop and build upon the school's vision, to be cascaded via the senior leadership team to improve school performance.
- Provides visible and supportive direction which empowers, enables, motivates and develops the whole school.
- Ability to translate the school's vision through strategic thinking: initiating, planning, monitoring and evaluating school improvement and change processes. Thus, enabling the senior leadership team to drive school performance.
- Demonstrates excellent people management skills, emotional intelligence, approachability and above all resilience.
- Ability to listen, consult with others, and communicate proactively, recognising and rewarding the contribution of others.
- Regularly reviews school performance data and works in partnership with the senior leadership team.
- Inspires and influences others to believe in the importance of education in our children's lives and encourages them to value education and empower all staff and pupils to thrive to excel.

- Works in partnership with governors to ensure pupil, staff and financial performance can be properly monitored.

## **Teaching, Learning, Assessment and Additional/Special Educational Needs**

- Has a proven track record of school improvement.
- Holds a passionate belief that all young people can succeed, a proven track record of overcoming disadvantage for vulnerable pupils.
- Works with teams to identify the right long-term priorities for the school, ensuring these continue to inform both the School Plan and the quality of teaching across the school.
- Effectively supports others to create an effective and stable learning environment, by monitoring the quality and consistency of teaching throughout the school. Whilst empowering others to constructively review their own performance and the impact of this on the school.
- Focuses on pupils' needs and sets high expectations for all.

## **Organisational Effectiveness**

- Is able to hold all staff to account for their professional conduct and practice, supporting them to improve and value excellent practice.
- Distributes leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account.
- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Has experience of successful implementation and management of change implementing and embedding these to drive school improvements.
- Has experience of managing school budgets to ensure effective cash flow and the equitable deployment of budgets and resources.
- Provides others with clear direction, taking responsibility for actions, projects and people.

## **Ethos & Values**

- Is committed to promoting positive and respectful relationships across the school community and a safe, and inclusive environment.
- Conveys their passion to make a difference, demonstrating integrity in all aspects of their work.
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical, moral and spiritual development.
- Values and respects the different experiences ideas and backgrounds others bring to work.

## **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 it's 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.**