

ST MARY'S CHURCH OF ENGLAND (Aided) PRIMARY SCHOOL

FOUNDED 1789



'Learning for life with God as our guide'

Person Specification for Head of School

This Person Specification is related to the requirements of the post, as determined by the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification, you should therefore refer to these requirements when completing your application.

Professional Qualifications and Development
<ul style="list-style-type: none"> • Qualified teacher status
<ul style="list-style-type: none"> • Evidence of professional development in preparation for school leadership
<ul style="list-style-type: none"> • Evidence of further professional development
Knowledge and Experience
<ul style="list-style-type: none"> • Knowledge and understanding of the unique characteristics of a church school and the importance of developing a distinctive Christian vision
<ul style="list-style-type: none"> • Evidence of a sound knowledge and understanding of the whole primary phase
<ul style="list-style-type: none"> • Outstanding classroom practitioner with the ability to inspire others
<ul style="list-style-type: none"> • Knowledge and understanding of the wider educational agenda and how that impacts on school life
<ul style="list-style-type: none"> • Knowledge of safeguarding procedures and experience of dealing with them
<ul style="list-style-type: none"> • Experience of achieving successful outcomes in Ofsted inspections
<ul style="list-style-type: none"> • Successful experience of identifying the need for and leading in-service training
Leadership and Management
<ul style="list-style-type: none"> • Recent experience of senior leadership in a primary school setting
<ul style="list-style-type: none"> • Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the gap for disadvantaged pupil groups
<ul style="list-style-type: none"> • Evidence of developing, and successfully implementing, whole school strategies to raise standards
<ul style="list-style-type: none"> • Proven track record of leading others this to include: appointing and inducting staff; conducting appraisals and managing performance; monitoring, evaluating and improving the quality of teaching and learning
<ul style="list-style-type: none"> • Evidence of successfully developing teams of professionals, delegating effectively, distributing responsibility and managing change
<ul style="list-style-type: none"> • Secure understanding of whole school data and how to use it to drive further improvements
<ul style="list-style-type: none"> • Evidence of working with the Governing Body and staff to manage the preparation, implementation and monitoring of the School Improvement Plan and self-evaluation process
<ul style="list-style-type: none"> • Experience of working in partnership with parents and other schools and a commitment to the collaborative ethos of local partnerships
<ul style="list-style-type: none"> • The ability to implement and evaluate appropriate evidence based improvement plans and policies
<ul style="list-style-type: none"> • The ability to develop others through inspirational leadership, managing teamwork, issues, conflict and influence change by pursuing collective goals
<ul style="list-style-type: none"> • Experience of working in partnership with leaders and governors

Teaching and Learning

- Understanding of national developments within education, including curriculum, assessment and Inspection frameworks (Ofsted and SIAMS)
- Experience of organising and implementing the curriculum, establishing creative and effective approaches to teaching and learning
- Experience of, and skill in, securing high standards of behaviour
- The ability to ensure an inclusive environment, taking account of the richness and diversity of the school community, promoting positive strategies for challenging prejudice

Safeguarding

- Have good knowledge of Child Protection Legislation and understand the role of Designated Safeguarding Leader
- The ability to promote and safeguard the welfare of all the children within the care of our school

Personal Qualities and Attributes

- A reflective person, living by a clear set of values in sympathy to the Christian Character of the school
- A person with a passion for children's learning and development, with a commitment to seeing the whole child flourish
- A caring, people person who is approachable, empathic and who demonstrates commitment to the well-being of staff and pupils
- A person who is collegiate in approach, who works well with others in local networks and communities
- A person with energy and initiative who can manage their own time effectively in order to achieve challenging goals, including working under pressure when needed
- A person who is able to set up an appropriate work/life balance and model this to staff
- A person who is articulate and approachable with excellent communication skills, both verbally and in writing
- A strategic thinker with the ability to analyse, prioritise, operationalise and meet deadlines
- A person who is highly organised, with the ability to anticipate and manage in a complex and changing environment