**Academy Head**

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications  and  Professional  Development | • Qualified Teacher Status  • Evidence of Continuing Professional Development  relating to school leadership/curriculum  development | • NPQH or further  professional qualification |
| Experience | • Successful leadership experience to at least  Deputy/Assistant Head level  • Successful teaching experience within the  EYFS/Primary age range | • Advanced Skills/Leading  Practitioner status   * Knowledge / Experience of SIAMS Inspection Framework |
| Strategic Leadership | • Ability to provide clear educational vision and  direction of our Church School  • Ability to inspire and motivate all stakeholders  • Evidence of developing effective strategies for  school improvement  • High level of involvement with school  improvement planning  • High level involvement in monitoring and  evaluation procedures leading to clear impact  • Ability to work in partnership with senior leaders  and governors  • Ability to set challenging targets for children and  staff  • Ability to analyse and use pupil data on attainment  and progress to raise standards  • Secure knowledge of the Ofsted Framework  • Understand the principles of effective teaching and  learning | • Strategic Leadership  experience across EYFS, KS1  and KS2  • Use of assessment data  management systems to  improve standards  • Successful experience of  integrating British Values into  school life |
| Leading Teaching and  Learning | • Successful experience of monitoring, evaluating  and improving the quality of teaching and learning  • Understanding the role and impact of assessment  in children’s learning  • Secure knowledge of statutory requirements  relating to curriculum and assessment  • Experience of leading curriculum innovation  • Successful experience of developing effective  learning behaviours |  |
| Leading and  Managing Staff | • Ability to lead, manage and motivate across the  school community  • Ability to establish positive working relationships  • Ability to plan, allocate, delegate, support and  evaluate work undertaken by individuals and  teams  • Successful experience of identifying the need for,  and leading, in-service training  • Significant experience of taking a lead role in  performance management of staff including  leading lesson observations  • Experience of dealing with staff when  performance gives cause for concern | • Experience of working with  governors |
| Managing Resources | • Successful experience of managing budgets  • Ability to manage, monitor and review available  resources, ensuring value for money | • Budgetary management at  whole school level  • Experience of recruiting and  deploying staff |
| Personal Skills and  Qualities | • Strong commitment to raising standards  • High expectations of self and others  • Ability to establish and maintain positive  relationships, including with parents  • Ability to remain positive and enthusiastic,  including when under pressure  • Good communication skills  • Empathy with children | • Effective computing skills for  both teaching and  management |