Prestbury St. Mary’s Federation

Executive Headteacher Person Specification

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| **Essential** | **Desirable** | **How**  **measured** |
| **Qualifications and Experience**   * Qualified Teacher Status currently on Leadership Scale * Degree * Currently a highly regarded, experienced Head Teacher or working in a senior educational leadership role * Experience of implementing and monitoring rigorous safeguarding and child protection procedures * Evidence of recent and relevant personal professional development | * National Professional Qualification for Headship (NPQH) * Evidence of further degree/post graduate study /wider relevant experience * Experience of teaching and leadership in a Church of England School * Advisory work in other schools/out of county | Application Interview process Reference |
| **Leadership / Management / Learning**   * Clear personal educational vision * Inspirational leader with a track record of measurable improvements * Ability to develop a shared vision for the schools, rooted in distinctly Christian values, and deliver it through engagement of all stakeholders and the wider community * A strategic thinker * Experience of successful innovation or leading whole-school initiatives and managing change * Thorough up to date knowledge of EYFS, KS1 and KS2 and experience of leading these areas * Thorough up to date knowledge of educational policy, especially current Ofsted framework, SEND and Pupil Premium * A commitment to continue to build a collaborative and creative teaching and learning environment and culture * Experience of strong leadership in executing a robust and dynamic curriculum and initiatives * Motivated and supportive team builder, able to engage and empower staff and support staff well-being | * Experience of managing effective assessment frameworks * Evidence of a strategic approach to Continuous Professional Development (CPD) for all staff * Enthusiastic about a creative and exciting curriculum and its possibilities for enhancing learning * Up to date knowledge and experience of Statutory Inspection of Anglican and Methodist Schools (SIAMS) * Experience of working with more than one team simultaneously. * Experience of a Collaborative or Federated school environment | Application Interview process Presentation Reference |

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| **Knowledge and Skills**   * A creative and innovative management style * Excellent inter-personal and communication skills * Effective decision-maker * Ability to take the initiative and promote team spirit * Excellent time management, organisational and delegation skills * Up to date training in performance management * Knowledge and experience of educational financial pressures and processes, and managing budgets in line with strategic plans * Personal competence in the use of ICT and experience of using it to support the curriculum and as a communication/management tool * Experience of working successfully with governors, parents and all stakeholders | * Involvement in presenting CPD training * Experience of working with other professional agencies, learning networks and partnerships * Experience of working with fundraisers and community project groups * Experience of managing building projects | Interview process Reference |
| **Attributes and Values**   * Passionate about education and children’s learning * Fully supportive of the Christian ethos and values of the schools and able to work alongside clergy * A positive role model, able to maintain a school culture that lives by Christian values * An outstanding ambassador for the schools, able to maintain and develop the profile and good reputation of the schools with parents and the wider community * Enthusiastic about the challenges of moving the partnership between the schools forward * A commitment to know and nurture every child as an individual to enable them to reach their full potential * The confidence to tackle difficult issues and take tough decisions and convey outcomes clearly and sensitively * Personal qualities of commitment, integrity, flexibility and enthusiasm * Open and approachable * Able to demonstrate good humour, adaptability and empathy * A robust disposition that shows energy and resilience alongside warmth and tolerance | * A practising Christian with an inclusive approach to those in all faiths and none | Interview process Presentation Reference |