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 |