



Personal Specification
Head of Campus – Cambourne Site

	Essential	Desirable
Qualifications and Training	<p>Qualified Teacher Status (QTS) Degree or equivalent qualification Evidence of continuing professional development, particularly in leadership and school improvement</p>	<p>NPQSL (National Professional Qualification for Senior Leadership) or willingness to undertake (Desirable)</p>
Experience	<p>Successful leadership and management experience within a primary school setting Experience in improving teaching and learning across a school or phase Proven track record of raising attainment and improving pupil outcomes, including for disadvantaged and SEND pupils Experience in developing and implementing school policies and procedures Experience of managing staff performance, including challenging underperformance and supporting professional development</p>	<p>Experience in safeguarding and fulfilling the role of Designated Safeguarding Lead (DSL) or Deputy DSL Experience of working with governors, external agencies, and other stakeholders Experience in leading assessment strategies and tracking pupil progress</p>
Knowledge and Understanding	<p>Strong understanding of curriculum design, teaching, learning, and assessment, including evidence-based approaches Knowledge of school self-evaluation and improvement planning Understanding of statutory responsibilities, including safeguarding, SEND Code of Practice, and equalities legislation Understanding of how to promote a positive school culture and support mental health and well-being</p>	<p>Knowledge of effective strategies to support pupils eligible for pupil premium funding</p>
Leadership and Management Skills	<p>Ability to provide clear direction and lead a team effectively Ability to develop a positive, professional culture among staff, promoting high expectations and accountability Strong communication and interpersonal skills to engage with staff, pupils, parents, and external stakeholders Ability to analyse data to inform decision-making and drive school improvement Ability to manage change effectively and implement school-wide initiatives</p>	<p>Financial acumen to manage resources efficiently</p>
Personal Qualities and Attributes	<p>High expectations for all pupils, with a commitment to inclusion and removing barriers to learning A positive and visible role model with a commitment to upholding the school's values and ethos Ability to remain calm, adaptable, and solution-focused in a fast-paced school environment Commitment to fostering strong relationships with pupils, staff, parents, and the wider community A reflective and resilient leader who is open to feedback and continuous improvement</p>	