**The Royal Borough of Kensington and Chelsea**

**Bevington Primary School**

**Appointment of Head of School**

**Person Specification**

**L15 – L21**

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| **Criteria** | **Requirements** | **May be Measured By** |
| **Qualifications and Experience** | * Qualified Teacher Status * Evidence of further relevant study or training or working on or willingness to undertake NPQH or equivalent * Evidence of broad, successful experience at teacher and senior leadership level across the primary phase * Proven record of leading and supporting staff to improve provision and raise attainment * Experience of similar setting/context * Experience as DSL or DDSL | A  A/R  A/I/R  A/I/R  A/R  A/R |
| **Shaping the Future** | * Demonstrable experience of modelling high standards, values and vision of a school * An awareness and understanding of current educational developments and statutory requirements * The ability to develop a strategic vision for the needs of the school in collaboration with the executive Headteacher and the Board of Governors * Demonstrable leadership of innovation and creativity in the curriculum | A/I/R  I  I  A/I/R |
| **Leading Learning and Teaching** | * Understanding of and a commitment to balance and meet the needs of all members of the school community * A strong commitment to working towards the spiritual, moral, social and emotional development of all pupils * Evidence of how assessment is used to deliver exceptional teaching and learning * Demonstrate the principles and practice of effective teaching and learning to ensure outstanding achievement for all pupils | A/I/R  A/I/O  A/I/O/R  A/I/O/R |
| **Developing Self and Working with Others** | * The ability to lead, motivate and challenge staff to achieve high standards * Recent and successful experience in leading the professional development of all staff including self * The ability to organise and manage work effectively, prioritise and meet deadlines. | A/I/O/R  A/I/R  A/I/R |
| **Managing the Organisation** | * The ability to lead and manage effective teams of teachers and support staff, alongside the Executive Headteacher * An understanding of financial planning, budget management and financial reporting * An ability to maintain a stimulating and attractive learning environment * A thorough understanding of the OFSTED framework * Evidence of school improvement planning/intent, implementation and impact | A/I/R  A/I/R  A/I/R  A/I  A/I/R |
| **Securing Accountability** | * A commitment to working with the Executive Headteacher, the Board of Governors, the local authority and other external agencies * Experience of involving the whole school community in school improvement at every level * Demonstrate experience of effective performance management skills | I  A/I/R  A/I/R/O |
| **Strengthening Community** | * Demonstrable ability to recognise and harness the richness and diversity of the school’s community for the benefit of the children * Evidence of building and maintaining effective relationships with parents, carers, partners and the community that enhance the education of all pupils | A/I/R  A/I/R |