

# **Pyrford Church of England Primary**

## **PERSON SPECIFICATION**

### **Head of School**

#### **Qualifications**

Qualified Teacher Status

Evidence of further relevant professional development

Working towards or qualified NPQH status

#### **Experience**

- Substantial experience in a senior leadership role
- Evidence of managing and making a substantial contribution to the effective management of change
- Evidence of successful implementation of strategies to improve teaching and learning, to raise the standards of achievement for all pupils
- Knowledge of key stages 1 and 2 and EYFS principles and practice

#### **Professional knowledge and understanding**

- Knowledge of national education strategy, the wider context for schools and the contribution of education to promoting and sustaining a fair and equitable society
- Understanding of quality in learning and teaching and how to achieve excellence
- Understanding of values development within the broader curriculum to support the school community, local community and pupils as citizens of the world
- Ability to articulate a philosophy for Church School Education
- Knowledge of monitoring and evaluating performance and use of school self-evaluation in order to raise achievement
- Understanding of tools for the interpretation, analysis and use of data to inform school improvement
- Knowledge of key considerations in effective management and deployment of people and other resources
- Knowledge of best practice and procedures for safeguarding children and young people

## **Skills**

### **The ability to**

- manage change, i.e. national, local and school
- communicate effectively orally and in writing to a range of audiences
- think creatively to anticipate and solve problems
- formulate a vision and strategy for the school and secure commitment to it from others
- drive for improvement and challenge underperformance
- analyse data effectively to inform intervention planning
- establish and sustain appropriate structures and systems and to monitor them
- motivate, challenge and influence others to attain higher goals
- develop and empower individuals and teams
- use new and emerging technologies to support improvement
- deal sensitively with people and resolve conflicts

## **Professional Qualities**

### **The HOS will**

- be committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community
- be positive, with an enthusiastic outlook, embracing risk and innovation
- demonstrate respect and empathy towards others
- be a collaborative and inclusive team leader
- show resilience, perseverance and optimism in the face of difficulties and challenges
- be consistently decisive, consistent and focused on solutions
- show commitment and dedication to social justice, equality and excellence
- engage in collaborative partnership working, within and beyond the school
- be flexible, adaptable and creative
- be committed to the continuing professional development of self and others within the school
- be reflective of their own performance and have the humility to recognise that everyone is still learning
- be calm and focussed in uncertain situations, devising solutions and articulating outcomes clearly
- be committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to an enhanced Disclosure and Barring Service check.