

Role Profile	Head of School
Job Purpose	Provide the leadership and management which enables the school to give every pupil high quality education and which promotes the highest possible standards of achievement
Accountabilities	<p>Creating the Future</p> <ul style="list-style-type: none"> • create and communicate a shared vision which expresses core values and moral purpose • motivate others to create a shared learning culture and positive climate • model the values and visions of the school • translate the vision into agreed objectives and operational plans <p>Leading Teaching and Learning</p> <ul style="list-style-type: none"> • ensure a continuous and consistent school-wide focus on pupils' achievement, including the use of data and benchmarks to monitor progress • establish creative, responsive and effective approaches to learning and teaching • set high expectations and challenging targets for the whole school community • monitor, evaluate and review classroom practice and promote improvement strategies • challenge under-performance at all levels and ensure corrective action <p>Developing Self and Working with Others</p> <ul style="list-style-type: none"> • develop and maintain effective strategies and procedures for staff induction, professional development and performance review • develop and maintain a culture of high expectations for self and others • ensure effective planning, allocation, support and evaluation of work of teams and individuals • regularly review own practice, set personal targets and take responsibility for own development <p>Managing the Organisation</p> <ul style="list-style-type: none"> ▪ ensure the smooth day-to-day running of the School and report directly to the Link Director ▪ liaise with Governors where directed to do so by the Trust Leadership Team ▪ under the direction of the Link Director, recruit, retain and deploy staff appropriately within the School <p>Securing Accountability</p> <ul style="list-style-type: none"> • develop a school ethos which enables everyone to work collaboratively • ensure individual staff accountabilities are clearly defined, understood and agreed • ensure every individual child has access to high quality teaching and learning <p>Strengthening Community</p> <ul style="list-style-type: none"> • create and promote positive strategies for challenging racial and other prejudice • ensure a range of community-based learning experiences • collaborate with other agencies to ensure pupil and community needs are met

Knowledge and Skills	<p>Skills the Head of School should demonstrate their knowledge and understanding of:</p> <ul style="list-style-type: none"> • statutory education frameworks • ways to build, communicate and implement a shared vision • leading change, creativity and innovation and the impact of change on the organisation and individuals • new technologies, their use and impact • strategies for communication • strategies for raising achievement and achieving excellence • models of learning and teaching • models of behaviour and attendance management • curriculum design and implementation • strategies to promote individual, team and organisational development • building and sustaining a learning community • legal issues relating to equal opportunities, race relations, disability and human rights • the use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve the quality of teaching and learning, including challenging poor performance • the wider curriculum, beyond school and the opportunities it provides for pupils and the school community, including strategies which encourage parents and carers to support their children's learning
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Head of School Person Specification

Criteria	Essential	Desirable
Knowledge and Skills		
Knowledge of statutory education frameworks	E	
Clear understanding of strategic planning processes	E	
Ability to lead change, creativity and innovation	E	
Understanding of new technologies, their use and impact		D
High skills and understanding of the strategies for communication	E	
Qualified Teacher Status	E	
Academic qualification at Degree or higher level	E	
Leadership		
Ability to provide effective leadership and manage necessary change successfully.	E	
Able to inspire, challenge, motivate and empower others to deliver high quality education and standards.	E	
Understand what makes highly effective teams in a school.	E	
Able to promote the positive ethos and celebrate the achievements of the school.		D
Ability to be a decisive leader and manager, analysing problems and identify solutions.	E	
Evidence of a consultative style; approachable and accessible to staff, pupils, parents and other leaders.		D
Commitment to inclusion and provision of opportunity for all	E	
Forward thinking and keen to be involved in new educational initiatives and can be reflective and learn from previous experience.		D
Ability to think strategically and build and communicate a strategic vision for an excellent school	E	
Ability to further develop the monitoring and evaluation of individual children's performance in order to raise standards	E	
Ability to promote the school in the local community	E	

Teaching and Learning		
Evidence of excellent classroom practice and success as a primary teacher	E	
Ability to support teachers with the implementation of the whole primary curriculum, resulting in high levels of achievement for all children	E	
Ability to strategically develop assessment for learning in order to raise standards		D
Evidence of leading whole school initiatives	E	
The use of Performance Management to develop teachers	E	
A commitment and ability to safeguard the welfare of pupils within their school and across the Trust	E	
Committed to maintaining and developing a Christian Ethos within a Church school	E	