



## Person Specification

### Pioneer Federation Head of School

	Essential	Desirable
<b>Qualifications and Professional Development</b>	Qualified Teacher Status Evidence of Continuing Professional Development relating to school management & leadership	Willingness to undertake NPQH or equivalent further professional qualification
<b>Experience</b>	Leadership experience to at least Senior Teacher/ Deputy/Assistant Head level  Successful leadership experience and impact of key school improvement initiatives  Successful teaching & learning experience and impact across the Primary age range	Leading Practitioner status / SLE  Leading in aspects of LA, Ofsted and SIAMS inspections
<b>Strategic Leadership</b>	Ability to provide clear educational vision and direction Ability to inspire and motivate all stakeholders Evidence of developing effective strategies for school improvement High level of involvement with school improvement planning High level involvement in monitoring and evaluation procedures leading to clear impact Ability to work in partnership with senior leaders and governors Ability to set challenging targets for children and staff Ability to analyse and use pupil data on attainment and progress to raise standards Knowledge of the 2022 Ofsted & SIAMS Frameworks Understand the principles of effective teaching and learning	Strategic Leadership experience across the Primary range  Evidence of improving standards for disadvantaged groups  Leading in aspects of LA, Ofsted and SIAMS inspections
<b>Leading Teaching and Learning</b>	Successful experience of monitoring, evaluating and improving the quality of	

	<p>teaching and learning across the Primary range</p> <p>Secure knowledge of statutory requirements relating to curriculum and assessment across the Primary range</p> <p>Experience of leading curriculum innovation</p> <p>Successful experience of developing effective learning behaviours</p>	
<b>Leading and Managing Staff</b>	<p>Ability to lead, manage and motivate across the school community</p> <p>Ability to establish positive working relationships</p> <p>Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</p> <p>Successful experience of identifying the need for, and leading, in-service training</p> <p>Significant experience of taking a lead role in performance management of staff including leading lesson observations</p> <p>Experience of dealing with staff when performance gives cause for concern</p>	Experience of working with governors
<b>Managing Resources</b>	<p>Successful experience of managing budgets</p> <p>Ability to manage, monitor and review available resources, ensuring value for money</p>	<p>Budgetary management at whole school level</p> <p>Experience of recruiting and deploying staff</p>
<b>Personal Skills and Qualities</b>	<p>Strong commitment to raising standards</p> <p>High expectations of self and others</p> <p>Ability to establish and maintain positive relationships, including with parents</p> <p>Ability to remain positive and enthusiastic, including when under pressure</p> <p>Good communication skills</p> <p>Empathy with children</p> <p>Commitment to the distinctive ethos of the school.</p>	Effective computing skills for both teaching and management

