



HEAD OF SCHOOL PERSON SPECIFICATION



	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none">Qualified Teacher StatusEvidence of Continuing Professional Development relating to whole school leadership/curriculum development	NPQSL/NPQH or further professional qualification
Experience	<ul style="list-style-type: none">Successful teaching experience within the EYFS/Primary age rangeLeadership experience across EYFS, KS1 and KS2	<p>Successful leadership experience to at least Deputy/Assistant Head level</p> <p>Advanced Skills/Leading Practitioner status</p> <p>NCETM accredited professional development trainer</p> <p>Teaching experience in a Church of England Primary School</p> <p>Experienced SENCO/Holds SENCO Award</p>
Leadership	<ul style="list-style-type: none">Ability to provide clear educational vision and directionA working knowledge of how to manage the reputation of the school and engage with the school communityAbility to inspire and motivate all stakeholdersEvidence of developing effective strategies for school improvementHigh level of involvement with school improvement planningHigh level involvement in monitoring and evaluation procedures leading to clear impactAbility to work in partnership with senior leaders, executive team and governorsAbility to set challenging targets for children and staffAbility to analyse and use pupil data on attainment and progress to raise standardsSecure knowledge of the Ofsted Education Inspection Framework	<p>Experience of SIAMS/knowledge of framework</p> <p>Successful experience of integrating British Values and /or Christian Values into school life</p> <p>Use of assessment data to improve standards</p>

Leading Teaching and Learning	<ul style="list-style-type: none"> Understand the principles of effective teaching and learning Successful experience of monitoring, evaluating and improving the quality of teaching and learning An in-depth knowledge and understanding of maths mastery teaching Understanding the role and impact of assessment in children's learning Secure knowledge of statutory requirements relating to curriculum and assessment Experience of leading curriculum innovation Successful experience of developing effective learning behaviours and strategies for supporting pupils to regulate their behaviour 	Attachment Awareness Training Maths Mastery training/NCETM accreditation
Leading and Managing Staff	<ul style="list-style-type: none"> Ability to lead, manage and motivate across the school community Ability to establish positive working relationships with children, staff and parents Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams Successful experience of identifying the need for, and leading, staff training Experience of taking a lead role in performance management of staff including leading lesson observations Experience of dealing with staff when performance gives cause for concern 	Experience of working with local governors
Managing Resources	<ul style="list-style-type: none"> Ability to manage, monitor and review available resources, ensuring value for money 	Budgetary management experience Experience of recruiting and deploying staff

Personal Skills and Qualities	<ul style="list-style-type: none"> • Strong commitment to raising standards • High expectations of self and others • Resilient • Ability to establish and maintain positive relationships, including with parents • Ability to remain positive and enthusiastic, including when under pressure • Excellent written and verbal communication skills • High levels of motivation and integrity. • Effective time-management/organised • Empathy with children • Dedicated to promoting their professional development and achieving desired qualifications • Able to plan and take control of situations • Committed to contributing to the federation and its community • Capable of handling a demanding workload and successfully prioritising work • Professionally assertive, decisive, and clear thinking • A good team player, with the ability to also work on their own initiative. 	Effective computing skills for both teaching and management
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