



## HEAD OF SCHOOL PERSON SPECIFICATION



	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of Continuing Professional Development relating to whole school leadership/curriculum development</li> </ul>	NPQSL/NPQH or further professional qualification
Experience	<ul style="list-style-type: none"> <li>• Successful teaching experience within the EYFS/Primary age range</li> <li>• Leadership experience across EYFS, KS1 <i>and</i> KS2</li> </ul>	<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"> <li>• Ability to provide clear educational vision and direction</li> <li>• A working knowledge of how to manage the reputation of the school and engage with the school community</li> <li>• Ability to inspire and motivate all stakeholders</li> <li>• Evidence of developing effective strategies for school improvement</li> <li>• High level of involvement with school improvement planning</li> <li>• High level involvement in monitoring and evaluation procedures leading to clear impact</li> <li>• Ability to work in partnership with senior leaders, executive team and governors</li> <li>• Ability to set challenging targets for children and staff</li> <li>• Ability to analyse and use pupil data on attainment and progress to raise standards</li> <li>• Secure knowledge of the Ofsted Education Inspection Framework</li> </ul>	<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"> <li>• Understand the principles of effective teaching and learning</li> <li>• Successful experience of monitoring, evaluating and improving the quality of teaching and learning</li> <li>• An in-depth knowledge and understanding of maths mastery teaching</li> <li>• Understanding the role and impact of assessment in children's learning</li> <li>• Secure knowledge of statutory requirements relating to curriculum and assessment</li> <li>• Experience of leading curriculum innovation</li> <li>• Successful experience of developing effective learning behaviours and strategies for supporting pupils to regulate their behaviour</li> </ul>	Attachment Awareness Training Maths Mastery training/NCETM accreditation
Leading and Managing Staff	<ul style="list-style-type: none"> <li>• Ability to lead, manage and motivate across the school community</li> <li>• Ability to establish positive working relationships with children, staff and parents</li> <li>• Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</li> <li>• Successful experience of identifying the need for, and leading, staff training</li> <li>• Experience of taking a lead role in performance management of staff including leading lesson observations</li> <li>• Experience of dealing with staff when performance gives cause for concern</li> </ul>	Experience of working with local governors
Managing Resources	<ul style="list-style-type: none"> <li>• Ability to manage, monitor and review available resources, ensuring value for money</li> </ul>	Budgetary management experience  Experience of recruiting and deploying staff

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