

## **Ashmead Primary School Headteacher person specification February 2025**

### **Qualifications and experience**

- Qualified Teacher Status in UK and evidence of relevant professional development
- Substantial leadership experience (at least five years) in a senior post at the level of headteacher/co-headteacher, deputy head or assistant headteacher where there is no deputy head
- Substantial teaching experience (at least five years) across at least two phases within the primary age range

### **Knowledge and Skills**

- An up-to-date understanding of UK national policy, curriculum developments, and the statutory and legal framework within which a school operates.
- Knowledge of what makes an effective school and strategies that can be used for school improvement.
- Experience in implementing a significant change involving the whole school
- Knowledge of what constitutes good teaching and how children learn
- 
- A track record of strong leadership and effective decision making
- Experience of successfully implementing a strategic plan, taking into account short, medium and long term strategies to bring about positive developments in the school
- Experience of analysing performance data and identifying next steps
- Ability to communicate a vision and inspire others
- Experience of successfully working with staff to improve the quality of teaching
- Experience of building positive and effective working relationships through an approachable, collaborative working style
- Experience of managing school finances, e.g. setting and monitoring budgets and of directly managing significant budgets
- Confidence in understanding what an effective curriculum is and experience in delivering curricular change
- Experience in risk assessment, management and mitigation;
- Experience of recruitment, line management and staff development, including managing underperformance
- Experience of making school self-evaluation judgments and school improvement planning
- Effective approaches to safeguarding our pupils and promoting staff welfare and morale
- Experience of safeguarding, e.g. DSL training, making child protection referrals, attending child protection meetings

### **Personal attributes**

- Commitment to getting the best outcomes for children and promoting the ethos and values of the school
- The ability to manage oneself, including time management and an ability to work effectively under pressure along with the ability to 'know' oneself, i.e. one's strengths and areas for development and how these can help or hinder while at work
- To be approachable to children, staff, parents and carers
- Commitment to equality of opportunity, diversity, safeguarding and inclusion.
- The ability to use appropriate leadership and management styles and to act as a role model, establishing credibility with the governors, staff, pupils, parents/carers and the Local Authority.
- The ability to develop partnerships and engage in professional networks