**Englefield School Headteacher**

**Person Specification**

**Note**: E = Essential D = Desirable

**Qualifications & training**

Qualified Teacher Status E

Degree Qualification E

NPQH Qualification D

Other relevant training qualifications D

**Experience**

Leadership experience, e.g. Senior Teacher / Deputy Headteacher E

At least three years in a senior management role (SLT) D

Evidence of attainment of and commitment to the National Standards of Excellence for Headteachers E

Previous headship experience or acting headship D

**Knowledge and Understanding**

Have an excellent understanding of the primary curriculum across all Key Stages including Foundation Stage E

Have an excellent understanding of the use of different data sources in assessing pupil performance and improving learning outcomes E

Have an excellent understanding of the effective use of ICT across the curriculum E

Proven financial and budget management skills E

Have a clear understanding of what it means to lead a Church School E

Know how links with the community can improve pupil outcomes and promote community cohesion E

**Skills** (required of a Headteacher of a small school)

To be an outstanding teacher with a clear understanding of how to promote effective learning across the school for all learners, including those in disadvantaged groups, and how to use data to assess and help improve pupil progress. E

Able to create a shared, inclusive vision & strategic plan, based on ambitious but achievable levels of expectation and effective self-evaluation, and to deliver school improvement. E

Able to lead and to work as part of a high performing team E

To be an excellent communicator with strong interpersonal skills E

Able to use ICT effectively as a management and an educational tool E

Able to identify appropriate professional development for staff and self E

Able to work constructively and effectively with the school’s Governing Body E

Able to develop and sustain established links with the Oxford Diocese, West Berkshire Council and Englefield Estate E

Able to effectively use assessment to monitor & evaluate the effectiveness of teaching and learning outcomes E

Able to lead impactful collective worship E

Strong organisational, management and subject co-ordinator’s skills E

Able to use a range of appropriate leadership styles E

Able to create a fully inclusive environment E

Able to manage time and workplace pressure by prioritising E

**Behaviours** (displayed by the Headteacher)

Able to lead both through the leadership team and by personal example E

Spends time with staff and pupils and is highly visible E

Ability and willingness to interact and engage proactively and constructively with all stakeholders E

Acts as an ambassador for the school and the community E

Caring and supportive of pupils and staff E

Demonstrates and inspires loyalty E

Demonstrates and ‘shares’ their values by example (care, compassion, valuing individuals, respect, integrity, honesty) and understands how these can impact learning and the wellbeing of the school community E

Committed to the teaching role in a small school E

Able to cope with the demands of the role E

Actively promotes inclusion E

Actively demonstrate commitment to the Christian ethos of the school D

Willingness and ability to travel as required D