**Meadow Farm Community Primary School**

*“Confident, caring and accomplished children”*

**Head Teacher Person Specification**

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| **Professional qualifications & experience** | *Essential Desirable* | *Evidence base* |
| 1. Qualified Teacher Status. 2. Substantial experience at appropriate Key Stages including Foundation, KS1 & KS2. 3. Recent experience as a serving Head Teacher or hold an NPQH. 4. Recent senior management experience as Head Teacher, Deputy Head Teacher or Assistant Head Teacher | E  D  D  E | AF  AF  AF  AF |
| **Leading in teaching and learning** |  |  |
| 1. Ability to demonstrate the principles and practice of effective teaching and learning including assessment for learning. 2. Good understanding of the use of new and emerging technologies in supporting teaching and learning. 3. Good understanding and experience of assessment requirements and pupil tracking systems to ensure good progress in academic achievement and other aspects of pupils’ development. 4. Up to date knowledge of current curriculum and assessment requirements. 5. Recent experience in curriculum development and management. 6. Ability to monitor and effectively evaluate the existing high quality teaching and learning. 7. Maintain high standards of behaviour by continuing the current positive, supportive approach to behaviour management. 8. Good understanding of inclusion for all and means of ensuring good progress for pupils with disabilities and additional needs. 9. Good understanding of the learning and development needs of minority ethnic pupils and pupils with English as an additional language. | E  E  E  E  E  E  E  E  D | I / R  LA / I  LA / I  LA / I  LA / AF / I  LA / I  LA / I / R  I  I |
| **Managing the organisation – managing accountability** |  |  |
| 1. Ability to interpret and analyse a range of evidence including performance data and use it effectively for school improvement alongside the staff team. 2. Knowledge of the principles and practices of quality assurance systems including school review, self evaluation and performance management and how these contribute to school improvement. 3. Ability to produce and implement clear, evidence based improvement plans and policies for the school. 4. Ability to develop leadership and accountability at all levels within the school including performance management systems. 5. Ability to manage the financial and human resources effectively and efficiently to achieve the school’s educational goals and priorities. 6. Ability to work effectively with the Governing Body to provide information, objective advice and support, to enable it to meet its responsibilities. 7. Ability to present a coherent, understandable and accurate account of the school’s performance to a range of audiences. 8. Ability to ensure a safe, secure and healthy school environment. 9. Effective communication with a range of audiences including pupils, parents, teaching and non teaching staff, contractors and outside agencies. 10. Ability to secure and act on the views of other stakeholders, especially parents and carers. 11. Ability to form and maintain appropriate relationships and personal boundaries with children and young people. 12. Understanding of legal issues related to managing a school including the Equality Act 2010 and Employment legislation. | E  E  E  E  E  E  E  E  E  E  E  D | LA / I  LA / I  I  I  I  I  LA / I  I  I / R  I  I / R  I |
| **Shaping the future** |  |  |
| 1. Clearly articulate a vision for the future of the school which can be shared, understood and acted upon. 2. Experience of leading, implementing and managing change, taking time to reflect before implementing initiatives that will work for Meadow Farm. 3. Inspire, challenge, motivate and empower others including staff, pupils and parents. 4. Commit to inclusion, excellence and equity for all pupils. 5. Ensure creativity, innovation and the use of new technologies to achieve excellence. | E  E  E  E  E | LA / I  AF / LA / I  I  LA / I  LA / I / R |
| **Strengthening community** |  |  |
| 1. Commitment to working in partnership with parents, carers and other agencies. 2. Commitment to collaboration with other agencies to support all children and meet local and national requirements. 3. Commitment to promotion of positive strategies for challenging prejudice and dealing with harassment. 4. Commitment to collaboration and networking with other schools to improve outcomes. | E  E  E  D | I  LA / I  I  I |
| **Personal qualities** |  |  |
| 1. Approachable – a people person who is able to offer pastoral guidance and support across the staff and school community. 2. Motivational – able to encourage others to get the best out of themselves, whilst also helping to identify areas for their personal development and growth, recognising the potential in all. 3. Aspirational – inspiring others with creative thinking and striving to build on the school’s outstanding features. 4. Enthusiastic – with a fun-loving, open, friendly personality. | E  E  E  E | I / R  I / R  I / R  I / R |

Meadow Farm is committed to safeguarding and promoting the welfare of children and expects everyone involved with the school to share this commitment. The successful applicant will be required to obtain an Enhanced DBS check.