

# Churchill Church of England (VC) Primary School

## Person Specification: Head teacher

The Governing Board of Churchill CEP School are looking for a strong, confident, assertive and experienced leader to drive the school forward into its next phase of development. We are seeking an inspirational Head teacher capable of delivering educational excellence. The successful individual will lead by example, with a focus on supporting and developing the team on a trajectory of continuous improvement. Guided by our core values in ensuring our pupils receive an education that maximises their individual potential.

In addition to meeting the general requirements of the National Standards for Head teachers the successful candidate will need to show the following:

### Personal Attributes

The successful candidate will require:

- A proven track record in delivering the National Curriculum with excellence
- Inspirational and progressive leadership with a strong focus on team development
- The ability to communicate openly and effectively to pupils, staff, Governors, parents, carers and local community groups
- A desire to foster the core values of the school in driving for an 'Outstanding' future
- The ability to demonstrate effective change management skills
- Passion to embrace the Christian ethos of the school in developing an environment where the children thrive

### Professional Attributes

<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified teacher status (CertEd, B.Ed or degree with PGCE)</li><li>• NPQH (desirable) Evidence of successful substantial senior leadership experience</li><li>• Continuing and relevant professional development in school leadership and management</li></ul>
<b>Shaping the Future</b>	<ul style="list-style-type: none"><li>• The ability to think strategically, develop and sharpen school improvement priorities in collaboration with the Governing Body, articulating this to stakeholders for effective action</li><li>• The ability to analyse and take account for the trends in education, implementing appropriate initiatives as necessary</li><li>• The ability to be a leader who can develop and work closely with school staff</li><li>• The desire to implement the SIP with the vision to take the school to 'Good' and then on to 'Outstanding'</li></ul>
<b>Leading Teaching &amp; Learning</b>	<ul style="list-style-type: none"><li>• Committed to raising standards and expectations in achieving continued success, with demonstrable examples in this field</li><li>• The ability to monitor and evaluate the quality of teaching and learning, developing ways of sharing best practice whilst challenging sub optimal performance</li><li>• The skills to determine, organise and implement the curriculum and establish creative and effective approaches to teaching and learning</li><li>• Experience of teaching across the primary age range, with evidence of inspirational personal teaching ability</li></ul>

<b>Developing Self and Others</b>	<ul style="list-style-type: none"> <li>• The desire to work in partnership with the Governing Body and value the role of Governors</li> <li>• The commitment to their own continuing professional development, sensitive to the development needs of the staff</li> <li>• The ability to influence, motivate and support others. Review performance of staff, challenge and take appropriate action when performance is unsatisfactory</li> <li>• The skills and experience to enable them to work efficiently, manage time, and work to tight deadlines</li> </ul>
<b>Managing the Organisation</b>	<ul style="list-style-type: none"> <li>• The ability to plan and manage the budget, human and environmental resources effectively and in line with the creative vision for the school</li> <li>• An understanding of legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation</li> <li>• Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children</li> <li>• Proven skills in planning, forecasting and financial management with the ability to create compelling cases for investment</li> </ul>
<b>Securing Accountability</b>	<ul style="list-style-type: none"> <li>• The ability to use self-evaluation effectively – in partnership with the governors, to drive school improvement and communicate the information to a variety of audiences</li> <li>• The skills required to collect and analyse relevant data, understanding the strengths and weaknesses of the school in order to plan work which challenges the full range of abilities</li> <li>• The ability to ensure that staff accountabilities are clear and regularly monitored, evaluated and reviewed through a regular process of performance management</li> </ul>
<b>Christian Ethos</b>	<ul style="list-style-type: none"> <li>• A commitment to the Anglican Foundation of the school</li> <li>• The desire to actively promote the spiritual, moral and social development of the pupils</li> <li>• The ability to lead Christian collective worship and be comfortable with this</li> <li>• The desire and ability to nurture the distinctive Christian character of the school</li> </ul>
<b>Strengthening Community</b>	<ul style="list-style-type: none"> <li>• The ability to understand and promote the school's relationship with St Mary's Church</li> <li>• The desire to further the strong links with the wider community of Westerham</li> <li>• The ability to maintain and develop the good relationships with parents, carers and the Governing Body.</li> <li>• The desire to further develop community cohesion including links with other schools</li> </ul>