Blisworth Community Primary School– Job Description

Headteacher – Person Specification

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Qualified teacher status
* Commitment to continuing professional development
 | * Postgraduate level qualification
* Hold NPQH
 | * Application Form
 |
| **Experience** | * Substantial and successful teaching experience at an outstanding level
* Experience of Senior Management in at least one school
 | * Successful leadership of one or more primary schools
* Experience of teaching in more than one school
* Experience of teaching in more than one Key Stage
* Experience of teaching in a church school
 | * Application Form
 |
| **Professional Development** | * Evidence of recent and relevant continuing professional development relating to school leadership and management and curriculum / teaching and learning
* A willingness to continue own professional development
* Experience of leading or co-ordinating continuing professional development opportunities for others
* Ability to identify own learning needs and to support others in identifying their learning needs
 | * Experience of working with other schools / organisations / agencies
* Experience of being a Deputy Designated Safeguarding Lead
 | * Application Form
* Interview
 |
| **Strategic Leadership** | * Ability to articulate and share a vision of effective primary education
* Ability to enthuse, inspire and motivate all stakeholders in the school to achieve the aims of the school
* Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement
* Ability to analyse data, develop strategic plans with measurable outcomes, set targets and monitor / evaluate progress
* Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all children
 | * Demonstrated experience of working and liaising with a school Governing Body to enable it to fulfil its responsibilities to the school
 | * Supporting Statement
* Interview
 |
| **Teaching and Learning** | * Understanding of the characteristics of an effective learning environment and the key elements of successful positive behaviour management
* A secure understanding of effective assessment strategies and the use of assessment to inform the next stages of learning
* Experience of effective monitoring and evaluation of teaching and learning
* Secure knowledge of statutory requirements relating to the curriculum and assessment
* Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all children
* Sound understanding of the primary curriculum, including the Early Years Foundation Stage
* Awareness of barriers to learning and a desire to wholeheartedly address them
 |  | * Application Form
* Supporting Statement
* Interview
 |
| **Leading and Managing Staff** | * Experience of successfully working in and leading staff teams to secure high outcomes for pupils
* Ability to delegate work and support colleagues in undertaking responsibilities
* Experience of Performance Management and supporting the continuing professional development of colleagues
* Ability to inspire, influence and develop excellent relationships with the school team, school stakeholders and the wider community
* Successful involvement in staff recruitment / appointment / induction
 |  | * Supporting Statement
* Interview
 |
| **Accountability** | * Understanding of Ofsted and the criteria for the evaluation of a school
* Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, children, parents, and board of governors,
 | * Experience of a successful Ofsted inspection and its follow up.
* Ability to design and implement effective whole school self- evaluation and improvement strategies
 | * Supporting Statement
* Interview
 |
| **Skills, Qualities and Abilities** | * High quality teaching skills
* High expectations
* Strong commitment to school improvement and raising achievement
* Ability to build and maintain good relationships
* Ability to remain positive and enthusiastic when working under pressure
* Ability to organise work, prioritise tasks, make decisions and manage time effectively
* Empathy with children and parents / carers
* Good communication and interpersonal skills
* Stamina and resilience
* Confidence
 |  | * Supporting Statement
* Interview
 |
| **Resource Management** | * Awareness of how to set and manage a school budget
* Understanding of how financial and resource management enables a school to achieve its educational priorities
 |  | * Supporting Statement
* Interview
 |
| **References** | * Positive recommendations in professional references without reservation
 |  | * References
 |

The Governing Board are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.