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.