



White Hill
Schools Trust

Ivingswood Academy

HEADTEACHER

Person Specification

Job Title: Headteacher

Pay Scale: L11-18 (up to L21 for a well qualified candidate)

Responsible to: Executive Headteacher

The successful candidate will be suitably qualified and experienced:

- ✓ A good honours degree and Qualified Teacher Status
- ✓ An excellent classroom practitioner with a passion for learning
- ✓ Experience as a senior leader in a primary setting with a proven record of success
- ✓ A track record of and a commitment to continuous professional development
- ✓ A very good understanding of current trends, issues and initiatives in education and of the Ofsted framework
- ✓ Good IT skills

S/he will also demonstrate effective leadership skills and the ability to:

- ✓ Inspire and motivate staff and pupils
- ✓ Maintain a relentless focus on improving teaching and learning and pupil outcomes
- ✓ Build and maintain effective relationships with parents, carers, and the wider community to enhance the education of all pupils
- ✓ Promote the school's vision and ethos and communicate this effectively to others
- ✓ Model, set and maintain the very highest standards
- ✓ Make difficult decisions and hold others to account
- ✓ Think clearly and strategically and initiate and lead change
- ✓ Raise standards of teaching, learning, and achievement
- ✓ Access, analyse and interpret relevant performance data and communicate this effectively to staff and governors in order to facilitate school improvement
- ✓ Analyse information accurately and produce pertinent action plans and reports
- ✓ Undertake rigorous self-evaluation
- ✓ Manage change effectively
- ✓ Foster an ethos of professional development and leadership skills within the school community
- ✓ Working with outside agencies for the well-being of all pupils and their families

Executive Headteacher
Annmarie McNaney BA

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White Hill
Chesham
Buckinghamshire
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+44 (0) 1494 782854

Facsimile:
+44 (0) 1494 775414

www.whitehillschoolstrust.org

Company Registration Number 07697482



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S/he will also demonstrate excellent interpersonal skills and professional behaviours:

- ✓ Effective communication skills, orally and on paper
- ✓ Able to work well in a team and alone where necessary
- ✓ Highly organised and efficient and able to delegate effectively
- ✓ Self-motivated
- ✓ Sense of proportion and a sense of humour
- ✓ Resilience and relentless optimism
- ✓ Good problem-solving and analytical skills
- ✓ Honest and open
- ✓ Work hard but delegate appropriately and with confidence
- ✓ A preparedness to be insistent, persistent and consistent
- ✓ A positive outlook and the dedication and drive to achieve success

S/he will also be ambitious and committed to the values of White Hill Schools Trust:

- ✓ A systematic and committed approach to performance management and continuous professional development of all school staff
- ✓ Dedication to the extra-curricular life of the school
- ✓ A passion for children's academic, emotional, physical, spiritual and social development

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