

Person Specification

Job Title:	Headteacher
Contractual Hours	Full Time
Salary/Grade:	Leadership Pay Range: L17 to L21
Academy Name:	The Orchards Primary Academy
Location/Address:	Rhayader Road, Northfield, Birmingham, B31 1TX

Greenheart is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable
Education & Qualifications		
Qualified Teacher Status	✓	
A good honours degree	✓	
Evidence of further professional development and willingness to undertake other training	✓	
Up to date knowledge of essential aspects of Headship	✓	
Higher degree		✓
NPQH		✓
Relevant Experience		
Evidence of successful experience as a Deputy Headteacher/Head of School / Headteacher	✓	
A variety of teaching and leadership experiences in at least 2 education establishments	✓	
Able to apply an understanding of learning principles and theories	✓	
Evidence of deployment of successful behaviour management strategies	✓	
Proven and demonstrable excellence as a classroom teacher	✓	
Evidence of having implemented and maintained a successful inclusion strategy	✓	
Experience of effective liaison with external agencies	✓	
Developed and maintained high professional standards	✓	
Promotion of and commitment to supporting extra-curricular activities	✓	
Experience of managing new developments such as bids, specialist status applications etc.		✓
Leadership (the ability to lead and manage people to work towards common goals)		
Evidence of creating and securing commitment to a clear vision	✓	
Motivate, inspire and promote effective working partnerships with all stakeholders	✓	
Successfully initiate and manage change and improvement in pursuit of strategic objectives	✓	
Raise standards and provide a role model for students and staff	✓	

	Essential	Desirable
Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective	✓	
Experience of monitoring teaching and learning through observing teaching and learning outcomes and of giving feedback	✓	
Had the opportunity to build, support and work with high-performing teams	✓	
Deal sensitively with people and resolve conflicts	✓	
Proven strategic, curriculum led financial planning	✓	
Exercised accountability effectively, efficiently and fairly		✓
Decision-making skills & abilities		
Make decisions based upon analysis, interpretation and understanding of relevant data and information	✓	
Think creatively and imaginatively to anticipate and solve problems and identify opportunities	✓	
Demonstrate good judgement	✓	
Communication skills and abilities		
Communicate effectively orally and in writing to a range of audiences	✓	
Negotiate and consult effectively	✓	
Develop, maintain and use an effective network of contacts, particularly with the local schools, within UWMAT and the wider educational community	✓	
Manage good communication systems	✓	
Self-management skills & abilities		
Prioritise and manage his/her own time effectively	✓	
Work under pressure and to deadlines	✓	
Achieve challenging professional goals	✓	
Take responsibility for own professional development	✓	
Attributes/Disposition		
A belief in inclusive education	✓	
A passion for learning and for enabling students to develop as effective and enthusiastic learners	✓	
Integrity	✓	
Self-confidence, personal impact, resilience and intellectual ability	✓	
An ability to foster a culture of respect and openness	✓	
Adaptability to changing circumstances and new ideas	✓	
Enthusiasm, energy, vigour and perseverance	✓	
Commitment to equality of opportunity and the development of innovative learning opportunities for all children including those with SEN	✓	
Possess a full driving licence and have use of vehicle for business purpose and appropriate insurance		✓
Special Requirements		
It is the responsibility of each employee to carry out their duties in line with Greenheart's ethos and culture of safe working practices for adults working with children, and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.		

Developed by:	HR Business Partner
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GREENHEART

LEARNING PARTNERSHIP 

Date of Issue:

December 2023