



Headteacher

Person Specification

Qualifications

Qualified Teacher Status with a graduate level qualification (E)

Relevant post graduate qualification (D)

Award of the National Professional Qualification for Headship or other relevant and recent professional qualification, or evidence of in-depth research based study (E)

Experience

Evidence of sustained participation in CPD (E)

Currently working as a successful head or deputy head teacher or leading whole-school development projects (E)

Experience of teaching across the Primary Range (D)

Evidence of other activities undertaken to develop self personally (D)

Personal Attributes

Adaptable to changing circumstances and new ideas (E)

Approachable and enjoys being highly visible to children and parents (E)

Sets high expectations and demands the same high standards from self and others (E)

Demonstrates creativity and imagination to anticipate and solve problems (E)

Ability to challenge constructively and actively seek feedback (E)

Ability to promote and develop the school's Christian Ethos (E)

Leading Teaching and Learning

Proven experience of significantly raising pupil achievement and a strong commitment to ensuring that every pupil succeeds (E)

Able to articulate a clear understanding of outstanding teaching.(E)

The ability to reflect and develop the pedagogy underpinning teaching and learning. (E)

Be forward thinking and confident in evaluating and applying developments from educational research (E)

Set high expectations and challenging targets, monitoring effectiveness and evaluate learning outcomes (E)

Significant experience in evaluating and using data in order to plan and improve pupil performance (E)

Leadership and Management

Able to think clearly, incisively and strategically (E)

Proven ability to manage staff and other resources and the effective leadership of a strong team (E)

Manages change positively (E)

Delegates effectively (E)

Motivates and inspires pupils and staff (E)

Commitment to working in partnership with a wide range of stakeholders e.g. the Governing Board, the Diocese and the wider community (E)

Strong understanding of financial management with experience of making effective use of resources within an Academy (D)

Significant experience of training, developing and empowering others to improve teaching and learning (D)

Interpersonal Skills

Displays excellent communication and interpersonal skills (E)

Relates well to children and adults (E)

Resolves conflict effectively (E)

The ability to listen, understand and respond constructively to others (E)

Flexible and approachable (E)

(E) = Essential

(D) = Desirable