

PERSON SPECIFICATION

HEADTEACHER

ALDRYNGTON PRIMARY SCHOOL



Aldryngton Governing Body, staff and children are seeking to appoint a new Headteacher. The successful applicant will be forward thinking, highly motivated and inspirational for both staff and children alike. They will have experience of successful leadership in a primary school setting. They will be enthusiastic, dynamic and resourceful in their approach to shape the development of the school and its staff. They will demonstrate a commitment to, and a genuine interest in, the highest level of pastoral care.

QUALIFICATIONS AND EXPERIENCE	Essential	Desirable
A proven Headteacher or experienced and successful Deputy Head committed to inspirational learning and teaching	√	
Qualified Teacher Status	√	
NPQH accreditation or working towards		√
Can evidence a significant commitment to continued professional development for self and others	√	
Has proven successful primary teaching experience	√	
Experience of strategic financial planning, operational budget management, best value principles and creativity in the use of limited resources	√	
SHAPING THE FUTURE		
Has the ability to build and articulate shared vision and engage people to ensure a continued successful future	√	
Has experience of working effectively in partnership with the Governing Body to enable the school to realise its vision	√	
Thinks and acts strategically to plan for the future	√	
Develop collaboration across schools with shared values	√	
LEADING, TEACHING AND LEARNING		
Evidence of providing inspirational, reflective and nurturing leadership to all staff	√	
Has experience of developing a broad and enriching curriculum, in which all pupils engage in their own learning and encourages them to become life-long learners.	√	
Can demonstrate an understanding of how children learn and the effective use of teaching methods to establish a creative, responsive and reflective approach to secure excellent learning outcomes for every child	√	
Has a proven track record of monitoring, evaluating and improving the quality of teaching and learning with high standards and expectations. Acknowledge excellence and challenge poor performance across the school.	√	
Can demonstrate the ability to use data, benchmarks and monitor progress and to set and achieve ambitious challenging targets which identify areas for improvement for every child	√	
Is committed to, and has a vision for ensuring inclusion, diversity to ensure equal opportunities for all	√	

Is committed to promoting, the spiritual, moral, cultural, mental and physical development of all pupils.	√	
MANAGING THE ORGANISATION		
A confident and inspirational leader, who listens to and values the views of others, with a positive working relationship, with pupils, parents/carers, staff and Governors	√	
Encourage a caring feel to the school, where people are listened to and laugh together	√	
Maintain a school ethos that enables everyone to work together, share knowledge and understanding, celebrate success and accept responsibility for outcomes	√	
Experience of efficient and effective day to day running of the school to ensure a safe, secure and healthy environment.		√
Resilient and able to deal with demanding situations, maintain discipline, manage conflict and make difficult decisions	√	
Approachable and visible to staff, pupils and parents/carers	√	
Excellent communication and interpersonal skills with an ability to communicate effectively to a wide range of different audiences	√	
Self-motivated with a high level of organisational skills and the ability to delegate and prioritise workload effectively	√	
Demonstrates a commitment to safeguarding and ensuring the welfare and wellbeing of staff and pupils		
Evidence the ability to produce, implement and review a strategic school development planning		
STRENGTHENING THE COMMUNITY		
Evidence of leading by example in order to promote the school's vision and values for the pupils, staff, governors and parents/carers of the school	√	
Demonstrate a commitment to engaging with parents/carers and the wider community in a collaborative manner e.g. PTA	√	
Values diversity and the unique place and contribution every individual makes to the learning community	√	
Involve parents/carers and the community in enriching the learning experience of pupils	√	
Can work with feeder pre-schools, secondary schools and others to ensure effective relationships and transitions.	√	
ACCOUNTABILITY		
Ability to review, evaluate and present a coherent, understandable and accurate account of the school's performance to stakeholders	√	
Have an understanding of the Ofsted Framework and statutory requirements	√	
Ability to reflect on personal contribution to school achievements and take account of feedback from others	√	