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**Swan Lane First School**

**Person Specification - Headteacher**

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|  | **Essential** | **Desirable** |
| **Qualifications, Training and Professional Development** | * Qualified Teacher Status.
* Degree –level qualification.
* Evidence of relevant continuing professional development relating to school leadership and management and curriculum/teaching and learning
* Experience of working with other local schools and organisations.
 | * NPQH Award or further Professional Awards
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| **Experience:***Recent relevant experience of leadership that will enable applicant to succeed in this role* | * Substantial experience of leadership in a maintained first or primary school
* Experience of developing and driving a strategic vision to secure improved outcomes
* Experience of creating and maintaining effective partnerships with parents, SLT, staff, governors and the local community.
* Experience of initiating school improvement strategies and managing significant change with a proven record of achieving planned outcomes.
* A proven record of experience of teaching within in at least 2 of the key stages; Foundation Stage, KS1, KS2.
* To have successful experience of leading one or more core subject areas within the primary phase.
* Experience of building leadership capacity at all levels

Experience of the strategic management of people and financial resources. | * Experience of senior leadership in more than one school.
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| **Professional Knowledge and Understanding:** |
| **Strategic Leadership** | * Ability to think and act strategically, analytically and creatively.
* Ability to develop and drive an exciting vision for the school, working collaboratively with all stakeholders to implement actions, ensuring staff and pupils are empowered to excel.
* Ability to inspire and motivate staff, pupils, parents and Governors to achieve the aims of the school.
* Ability to analyse a range of data to understand and drive required improvements for pupils and raise standards.
* Ability to drive improvement and challenge underperformance.
* Ability to make sound financial judgements to ensure effectiveness and value for money.
* Experience of understanding and managing a school budget.
* Experience of completing SFVS
* Experience of fulfilling the role of Designated Safeguarding Officer and creating a strong safeguarding ethos within school
* Secure understanding of governance and the role of the governing body and experience of working with a Governing Body to secure improvements.
* Secure knowledge and understanding of statutory legislation, accountability frameworks including the Ofsted framework.
* Understanding of Health and Safety Requirements in schools.
 | Experience of working with other schools and organisations to secure school improvement |
| **Teaching and Learning and Curriculum** | * A secure understanding of the principles of effective teaching and learning in the Early Years, KS1 and KS2, statutory requirements and assessment frameworks.
* Experience of leading successful curriculum innovation.
* Knowledge and experience of successful teaching and learning strategies, which ensure barriers to learning are overcome, to meet the needs of, and improve the outcomes for all pupils.
* Experience of monitoring the quality of education and evaluating practice and procedures leading to securing improvements.
* Ability to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.
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| **Leading and Managing Staff** | * Proven record of ability to lead, manage and motivate teams across the school.
* Ability to create a happy, challenging and effective learning environment and create positive working relationships.
* Ability to organise work effectively, prioritise tasks, make decisions and manage time effectively.
* Experience of leading performance management, Talent Development and Succession Planning by setting appropriate targets and supporting colleagues with appropriate CPD to include lesson observations.
* Ability to offer challenge and support to improve performance.
* Experience of recruiting and deploying staff.
* Awareness of the importance of an appropriate work/life balance.
* Experience of holding staff to account for their professional conduct and practice.
* Welcomes strong governance and actively supports the Governing Body to understand its role and deliver its functions effectively – in particular, its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.
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| **Personal Skills and Qualities** | * Inspire and influence others to believe in the fundamental importance of education in young people’s lives and to promote the value of education.
* To have and sustain wide, current knowledge and understanding of education and school systems locally and nationally and evidence of continuing professional development to support leadership role
* To have high standards of self and others and act as a role model for pupils and staff.
* To have a strong commitment to school improvement and raising achievement for all.
* Excellent communication and interpersonal skills.
* Relate well to pupils and staff caring about their individual needs.
* Ability to deal with sensitive issues in a professional manner.
* Display integrity and loyalty and have a good sense of humour.
 | * A commitment to provide extra-curricular activities.
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