**Waterside Primary 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

**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