

Head of School – Person Specification

Description:	Essential	Desirable
Professional Qualifications		
<ul style="list-style-type: none"> Qualified teacher status 	✓	
<ul style="list-style-type: none"> Evidence of professional development in preparation for school leadership, gained within the last two years 	✓	
<ul style="list-style-type: none"> Hold, or be working towards, NPQH or equivalent qualification 		✓
<ul style="list-style-type: none"> Evidence of further professional development (e.g. MA, etc) 		✓
Knowledge and Experience		
<ul style="list-style-type: none"> A well-grounded and inspirational individual with current/recent experience of senior leadership in a primary school setting 	✓	
<ul style="list-style-type: none"> Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the gap for disadvantaged pupil groups 	✓	
<ul style="list-style-type: none"> Experience of tackling underperformance, with an appropriate outcome 		✓
<ul style="list-style-type: none"> Evidence of a sound knowledge and understanding of the whole primary phase 	✓	
<ul style="list-style-type: none"> Outstanding classroom practitioner with the ability to inspire others 	✓	
<ul style="list-style-type: none"> Knowledge and understanding of the wider educational agenda and how that impacts on school life 	✓	
<ul style="list-style-type: none"> In depth knowledge of the statutory requirements pertaining to schools 	✓	
<ul style="list-style-type: none"> Extensive knowledge of safeguarding procedures and experience of dealing with them 	✓	
<ul style="list-style-type: none"> Experience of working with digital communications technologies 	✓	
<ul style="list-style-type: none"> Experience of teaching in more than one Key Stage 		✓
<ul style="list-style-type: none"> Successful teaching experience in different schools 		✓
<ul style="list-style-type: none"> Experience of achieving successful outcomes in Ofsted inspections 		✓
Leadership and Management		
<ul style="list-style-type: none"> A person who sets high standards and holds people to account 	✓	
<ul style="list-style-type: none"> Proven track record of leading others, appointing staff, conducting appraisals and managing performance 		✓
<ul style="list-style-type: none"> Evidence of successfully developing teams of professionals, delegating effectively and managing change 		✓
<ul style="list-style-type: none"> Has a thorough grasp of whole school data and how to use it to drive further improvements 	✓	
<ul style="list-style-type: none"> Is articulate and approachable with excellent communication skills, both verbally and in writing 	✓	

<ul style="list-style-type: none"> • A strategic thinker with the ability to analyse, prioritise, operationalise and meet deadlines 	✓	
<ul style="list-style-type: none"> • Highly organised, with the ability to anticipate and manage in a complex and changing environment 	✓	
<ul style="list-style-type: none"> • Experience of working in partnership with parents, other schools and Local Authority, and commitment to the collaborative ethos of local partnerships 	✓	
<ul style="list-style-type: none"> • The ability to implement and evaluate appropriate evidence-based improvement plans and policies 	✓	
<ul style="list-style-type: none"> • The ability to develop others through inspirational leadership, managing teamwork, issues, conflict and influence change by pursuing collective goals 	✓	
Teaching and Learning		
<ul style="list-style-type: none"> • Understanding of the national changes within education, including curriculum, assessment and Inspection frameworks 	✓	
<ul style="list-style-type: none"> • Experience of organising and implementing the curriculum, establishing creative and effective approaches to teaching and learning 	✓	
<ul style="list-style-type: none"> • Experience of securing high standards of behaviour and attendance, ensuring an ethos of challenge and support 	✓	
<ul style="list-style-type: none"> • The ability to ensure an inclusive environment, taking account of the richness and diversity of the school community, promoting positive strategies for challenging prejudice 	✓	
Safeguarding		
<ul style="list-style-type: none"> • Have good knowledge of Child Protection and Health and Safety Legislation and understand the role of Designated Safeguarding Leader 	✓	
<ul style="list-style-type: none"> • The ability to promote and safeguard the welfare of all the children within the care of our school 	✓	
<ul style="list-style-type: none"> • The ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection 	✓	
<ul style="list-style-type: none"> • The ability to ensure Safer Recruitment Practice 	✓	
Personal Qualities and Attributes		
<ul style="list-style-type: none"> • A person with a passion for children's learning and development, with a commitment to securing the best outcomes for children 	✓	
<ul style="list-style-type: none"> • A caring, people person who is approachable, empathic and who demonstrates commitment to the well-being of staff, as well as pupils 	✓	
<ul style="list-style-type: none"> • Demonstrates experience in building a total school community, actively including staff, pupils, parents and governors 	✓	
<ul style="list-style-type: none"> • A person with energy and initiative who can manage their own time effectively in order to achieve challenging goals 	✓	