

## HEAD OF SCHOOLS

### PERSON SPECIFICATION

#### Essential qualifications and experience

1. Qualified Teacher Status at first degree level or equivalent
2. Substantial and successful teaching experience across the primary-age range in more than one school
3. Experience of leadership in a primary school (*preferably some experience in a CE school*)

#### Essential professional knowledge

4. Good knowledge of the primary curriculum
5. A good and developing knowledge of how children and adults learn effectively
6. A good understanding of different approaches to assessment and tracking, and the use of assessment to raise standards and target intervention
7. Good knowledge of performance data and its analysis
8. A good knowledge of special educational needs and how they are effectively addressed
9. Good knowledge of Ofsted requirements and experience of using teaching observation to improve standards
10. A clear understanding of safeguarding requirements and good practice as relevant to schools

#### Essential personal attributes

11. A positive and optimistic outlook about children and their potential
12. An encouraging, but firm, approach to working with colleagues and in teams
13. The ability to insist on high standards from children and staff at all times
14. A fundamental belief in the ability of all children to achieve highly if well taught
15. Confidence with larger audiences, adults and children, and a proven ability to inspire the confidence and trust of others

16. An ability to work productively and creatively with others within the school and beyond
17. The ability to hold focus on key priorities and not become distracted by other events
18. Humility and resilience

**Essential commitment to partnership / *Christian Ethos***

19. A positive attitude to the Church of England character of this school and a commitment to leading its further development
20. Confidence in leading assemblies of a Christian character
21. An understanding of how the school's Christian character can be developed across the school to enhance children's experience of it

**Desirable qualifications and experience**

22. Experience as a deputy headteacher/ senior leader in a primary school in a phase of rapid improvement
23. Appropriate professional training for a senior leadership role in a school

**Desirable professional knowledge**

24. You can demonstrate examples of particularly strong or innovative practice in assessment
25. You have proven highly successful experience of leadership in English or mathematics

