

Person Specification – Head Teacher Longfields Primary School

	Essential or Desirable
Qualifications <ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification or equivalent • Designated Safeguarding Lead (DSL) qualification 	E E E
Leadership and Management <ul style="list-style-type: none"> • Proven record of strong sustained successful senior leadership as a Head Teacher/Deputy Head teacher in a primary school • Experience of successfully leading an effective whole school improvement project which has impacted positively on pupil attainment and on teaching and learning • Knowledge and understanding of strategic, curriculum-led financial planning and budget management • Taking a lead role in preparing a school for an OFSTED inspection • Ability to establish, lead, and develop a high performing team, with a culture striving high expectations and continuous improvement • Demonstrating a strategic leadership style that is characterised by courage, integrity, creativity and resilience • A clear understanding of, and commitment to, promoting and safeguarding the welfare of children, with up-to-date knowledge and understanding of legislation and good practice • Experience and understanding of SEND provision and associated legal duties • Experience of leading within a school that includes a nursery provision 	E E E E E E E E D
Strategic Development <ul style="list-style-type: none"> • Ability to take a lead role on working with the Governing Body to develop a collaborative vision for the school, which embraces excellence, high standards and inclusion • Is up to date with OFSTED frame work and is able to self evaluate robustly in order to maintain/improve our position • Ability to translate our vision into an ambitious development plan and implement it robustly and successfully • Demonstrable record of working collaboratively with school governors to identify improvement areas, analysing and interpreting relevant data in order to accurately prioritise objectives for school development and to raise standards 	E E E E

<ul style="list-style-type: none"> • Experience of pre-emptive, proactive management and capacity for creative thinking and problem solving • Experience of financial leadership of the school and of making effective use of resources, including pupil premium funding and identifying opportunities to secure additional resources • Be proactive in promoting the school, making good use of all available communication channels. • Demonstrable commitment to succession planning and team development 	E E D E
Teaching and Learning <ul style="list-style-type: none"> • Excellent understanding and experience of monitoring, use of data and the effective assessment of teaching and learning to drive improved performance and achievement. • In-depth knowledge and understanding of EYFS, KS1 and KS2 phases • Champions inclusion and values the pupil voice to provide all children with the opportunity to succeed and realise their full potential • Record of delivering a rich and creative curriculum, accessible to all children, with an understanding of how they learn best. Able to articulate models of effective practice • Excellent understanding and experience of securing highly positive behaviour and attitudes • Experience of teaching across all three key stages within the primary age range 	E E E E E D
Personal Skills and Attributes <ul style="list-style-type: none"> • Holding and articulating clear and ambitious vision, values and moral purpose, demonstrating optimistic personal behaviour, and positive relationships and attitudes • Understanding how to empower all pupils and staff to excel • Able to quickly form strong, positive working relationships with staff, parents and carers, pupils, governors, Local Authority, and the wider community and work collaboratively for optimal outcomes • Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff and parents • Ability to drive schoolwide improvements with a thoughtful, caring, and sensitive approach, maintaining personal wellbeing, and that of all staff • Implementing, managing and evaluating change in a creative and collaborative way • Up to date knowledge and understanding of current educational policy, research and landscape 	E E E E E E E

<ul style="list-style-type: none"> • Demonstrated ability to foster an environment of mutual trust respect and collaboration • Excellent time management and organisational skills, including the ability to delegate with clarity, multi-task and work to deadline • Awareness of own strengths and areas for development, and demonstrable record of promoting continuous professional development • Good sense of humour and a genuine passion for our school community • An approachable, active listener, who welcomes constructive feedback as an opportunity to support further improvement both personally, across their leadership team and the whole school 	E E E E E
School Specific Needs <ul style="list-style-type: none"> • Understands the importance of creating an inclusive and ambitious learning culture where children are inspired to achieve • Proven experience of strengthening a school's position at the heart of the community 	E D