

## **PERSON SPECIFICATION FOR HEADTEACHER AT BRIGHSTONE CHURCH OF ENGLAND (AIDED) PRIMARY SCHOOL**

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to an enhanced Criminal Records Bureau disclosure.**

**We would expect candidates to have most but not all of the attributes listed below. These will be evidenced from the application form, references, application letter, interview and selection exercises.**

### **High Level Skills, Experience and Qualifications**

- Ability to create and maintain effective relationships with internal and external stakeholders
- Has integrity which inspires confidence, trust and respect
- Can make a positive contribution to the deep spiritual life of the school
- Ability to contribute and drive the success of each pupil, as well as supporting the team to achieve this
- A supportive delegator
- Strategic thinker, aware of the educational and political landscape, has a vision for our Christian school
- Qualified Teacher Status and existing Head/Deputy/Assistant Head Teacher or senior leader experience
- Shows commitment to CPD
- Empathy towards others and a good sense of humour

### **Christian Values**

- Has experience of, or strong sympathy with, the values of an Outstanding Church of England Primary school
- The ability to apply the school's Christian Values across all aspects of school life; can maintain a positive and creative relationship with the 5 parishes
- A commitment to maintaining and developing the school's caring and secure learning environment, where every pupil can achieve their best academically, socially and personally
- Has a strong commitment to the development of the values of an Outstanding Church of England primary school and can articulate their vision for its future.

### **Leadership and Management**

- Support the development of effective and creative teachers to meet the needs of all pupils
- Ensure accountability by all staff for pupils' learning outcomes
- Deploy people effectively by recognising, developing and using their strengths to their full potential so that it impacts on school improvement
- Share leadership, delegate management tasks and support their implementation
- Apply good practice in appraisal procedures and challenge underperformance in teaching and learning
- Manages effectively their own work life balance as well as acknowledging, supporting and valuing school commitments of all staff and encouraging them to maintain a healthy work life balance
- Manage change and empower individuals and teams
- Foster an open, fair, equitable culture and manage conflict effectively
- Carry out strategic financial planning, budgetary management and apply the principles of Best Value
- Has experience of whole school self evaluation and of using this for strategic planning
- Use the resources and facilities of the school to their full potential

## **Personal Attributes**

- Ability to develop a shared, inclusive vision and strategic plan within an outstanding Christian school
- Demonstrate desire and enthusiasm for the school's vision, aims, objectives and values, communicate and develop them and motivate others to achieve the school's aspirations
- Demonstrate passion and commitment to children's learning and recognise the importance of parents and the wider community in the development of children
- Inspire, challenge, motivate and nurture others to achieve their best, be able to recognise, promote and celebrate excellent classroom practice
- Build an excellent rapport with children staff, parents, governors and the wider community
- Demonstrate excellent written, verbal and interpersonal skills, to a wide range of audiences within and outside the school
- Show respect and empathy towards all
- Display a sense of perspective and the ability to be reflective and self critical
- Think creatively to anticipate and solve problems
- Have a positive, enthusiastic outlook, embracing risk and innovation
- Be an advocate for children and an ambassador for the schools and be pro-active in the community

## **Developing Children and the Curriculum**

- Implement a shared vision of excellence, equal opportunities and high standards for every pupil
- Put pupils at the core of all decisions
- Have experience of maximising pupil potential through effective transitional support
- Have a clear understanding of SEND and Safeguarding codes of practice
- Have a clear understanding and experience of managing different groups
- Value the unique contribution that every child makes
- Know and understand the whole primary curriculum including EYFS and its assessment at all the relevant stages
- Utilise the wider curriculum beyond school and the opportunities it provides for pupils and the school community
- Effectively evaluate and recommend appropriate new and emerging technologies to enhance learning outcomes
- Commit to high expectations of behaviour and attendance

## **Legislation and Governance**

- Possess a good knowledge of monitoring and evaluating performance and the use of school self-evaluation in order to raise achievement
- Know and understand current educational legislation and frameworks and their impact on schools and their wider communities, and be aware of current developments locally, nationally and globally
- Implement school policies through informed decision making consultation and review
- Understand the role of the Governing Body and promote effective collaboration between staff and governors
- Understand legal issues relating to managing a school including: Child Protection procedures, Single Equality Policy, Human Rights and Employment Legislation

## **Safeguarding Children**

- Know best practice and have experience of implementing procedures for safeguarding children
- Demonstrate commitment to safeguarding and promoting the welfare of children
- Develop and sustain a safe, secure and healthy school environment by understanding personnel, governance, security and access issues