



PERSON SPECIFICATION

Headteacher

Eardisley CE Primary School

Date: May 2024

QUALIFICATIONS

- Has an honours degree
- Has been awarded Qualified Teacher Status (QTS)
- Can show evidence of personal and professional development
- Holds, or is working / will work towards, a leadership-level national professional qualification (NPQ); mandatory qualification for SENCOs from September 2024

FAITH COMMITMENT

- Is fully supportive of the school's Christian values and is committed to maintaining links between the parish church and school
- Has a deep understanding of the importance of collective worship and RE in a church school
- Has a commitment to strategic thinking and planning, that builds, communicates and carries forward a coherent and shared vision for the values-led ethos of the school
- Has an understanding of how relationships should be fostered and developed between the school, local Church and its community and the Diocese

SAFEGUARDING

- Has a proven total commitment to safeguarding and promoting the welfare of children
- Demonstrates ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection

EXPERIENCE

- Has substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment
- Has successfully implemented strategies to improve teaching and learning to raise the standards of achievement for all pupils, demonstrating a commitment to support pupils facing challenges that affect their learning
- Can evidence having managed, or made a substantial contribution to, the effective management of change
- Can demonstrate experience of working effectively and in partnership with Governors, parents and the wider community
- Has experience of developing systems for school self-evaluation, development planning, effective monitoring and inspection

PROFESSIONAL KNOWLEDGE

- Demonstrates good knowledge and understanding of what constitutes an effective school
- Has knowledge of the statutory requirements and other relevant legislation relating to school leadership and management
- Has knowledge of statutory education frameworks, including governance
- Has knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and safeguarding
- Has knowledge of strategic planning processes
- Has knowledge of using technologies effectively in education, as well as aware of the risks of social media

- Has knowledge of the work of other agencies and opportunities for collaboration

PROFESSIONAL SKILLS & ABILITIES

- Demonstrates the ability to have a vision of the overall aims and direction of a successful school and be able to communicate these eloquently in order to inspire and motivate others
- Demonstrates the ability to manage and monitor budgets and deploy human resources
- Demonstrates the ability to access and analyse relevant data and to use this information to set priorities and determine school action
- Demonstrates the ability to work under pressure, determine priorities and meet deadlines, communicating effectively to all stakeholders
- Demonstrates the ability to lead with optimism, continually building and developing positive relationships
- Ensures the health and safety of staff and pupils and present a stimulating and attractive learning environment for pupils
- Demonstrates the ability to relate positively to all stakeholders and inspire high quality teaching, learning and behaviour

LEADING LEARNING & TEACHING & ENSURING ACCOUNTABILITY

- Has in-depth knowledge of EYFS and Key Stages 1 & 2 (Primary)
- Has led primary school curriculum areas effectively
- Is an outstanding classroom practitioner, who will lead by example and inspire staff to improve and develop
- Has a good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about
- Has the ability to acknowledge teaching excellence and challenge any underperformance across the school to improve the quality of learning
- Has the ability to motivate and engage pupils to maximise learning opportunities and outcomes, ensuring equal opportunities for all
- Demonstrates knowledge of how assessment strategies and target-setting are used to inform learning in order to help each pupil to make progress
- Has proven ability in raising achievement for all pupils including those with high prior attainment, rapid learners and those requiring SEND provision
- Has the ability to secure excellent pastoral care, behaviour and good attendance for all
- Can show evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for all pupils
- Is engaged in the use of performance appraisal, performance related pay and managing effective professional development
- Understands effective financial management across all aspects of school life

MAINTAINING AND ENHANCING THE SCHOOL'S ETHOS

- Understands effective financial management across all aspects of school life
- Is committed to preserving and developing the distinctive Christian character and ethos of the school
- Is committed to preserving and developing the distinctive values-driven ethos of the school
- Is committed to participating in school and community activities
- Creates a climate of open communication where people feel able to express opinion and know their views will be respected

LEADERSHIP & COLLABORATION

- Is a genuine all-rounder, able to flex to the needs of the school, thinking creatively to find opportunities and solutions, adopting a can-do approach
- Is an excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders
- Has the ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict
- Has a highly visible presence and is good role model who inspires confidence and trust, empowering and motivating all stakeholders
- Is committed to engaging with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children

MANAGING THE ORGANISATION

- Is able to demonstrate an inspirational and supportive style of leadership
- Can plan, organise and exercise sound judgement and communicate and delegate effectively
- Demonstrates an understanding of, and commitment to, the requirements of safeguarding children and an ability to maintain a culture of vigilance
- Is a strategic decision maker with the ability to take a brave and courageous approach to initiating, implementing and monitoring policies and practices. Being able to pioneer new ways of thinking for the good of children

PERSONAL

- Is able to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances
- Is self-motivating and achieves challenging professional goals
- Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education

Demonstrates:

- emotional self-awareness
- accurate self-assessment
- self confidence
- empathy
- organisational awareness
- emotional self-control
- transparency
- adaptability
- optimism
- inspirational leadership
- political insight
- good team work and collaboration.

This Person Specification is underpinned by the following:

- [The Seven Principles of Public Life](#) (the Nolan principles)
- [The DfE Headteachers' standards](#)
- [The Framework for Ethical Leadership in Education](#)