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**Headteacher Person Specification**

**Qualifications and Training:**

* Qualified Teacher Status (QTS).
* Recent appropriate professional development.

**Experience**:

Senior management experience in a Primary School with a track record of successful leadership, either as an existing Headteacher or as a Deputy/Assistant Headteacher with exceptional leadership experience. In particular, experience of the below is essential:

* Safeguarding children and a commitment to its importance.
* Setting benchmarks, monitoring and evaluating the quality of teaching and learning.
* Planning, determining and organising major curriculum areas.
* Budget management and financial responsibilities.

**Qualities and Knowledge:**

* Comprehensive knowledge of the national policy framework and current educational legislation and initiatives.
* Reflective practitioner, not afraid to challenge the status quo, who makes sound and timely decisions based on good judgement.
* Positive and resilient individual with drive, vision and integrity.
* Can work under pressure and with competing priorities.
* Ability to be discreet and adhere to confidentiality.
* Excellent interpersonal and communication skills, both oral and written.
* Approachable, able to listen to and reflect the needs of all stakeholders.

**Pupils and Staff:**

* Proven commitment to professional development in leadership and management.
* Work closely with the Senior Leadership Team, drawing on their strengths and delegating when appropriate.
* Proven track record, reflected in an ability to achieve high levels of progress and attainment for every child in our fully inclusive school.
* Will sustain our pupils’ high standards of behaviour.
* Ability to use, analyse and monitor pupil assessment data to identify needs and trends in order to promote an appropriate level of challenge to all pupils.
* A proven commitment to an inclusive education which addresses the needs of all the learners in a diverse community.
* An ambitious and diligent professional who can motivate and inspire others including pupils, staff, parents/carers and governors.

**The Self–Improving School System:**

* Can clearly communicate their strategic vision.
* Can motivate and inspire staff and children in the constant pursuit of excellence.
* Ability to work in partnership with the Governing Board, providing them with information, advice and guidance to enable them to meet their responsibilities in holding the school to account.
* Proven track record of leading school improvement and raising standards.

**Systems and Process:**

* Passionate about ‘quality first teaching’, ensuring that a clear and rigorous system is in place for self-evaluation, actions for improvement and monitoring all staff.
* Familiarity with Target Tracker (or other similar assessment system) with the ability to analyse data and use the findings to inform future practice.
* Strong IT skills.

**Budget Management:**

* Proven experience managing challenging school budgets.
* Able to identify areas of concern and proactively manage them.
* Ability to understand wider context in which school is operating and plan budget accordingly.
* Able to monitor and evaluate ongoing spending in line with budget.
* Able to think strategically and creatively about ongoing and future spending.

**Christian Ethos:**

* Uphold the importance of Christian worship as being central to the daily activities of the school.
* Ability to fully support and build on the strong inclusive Christian ethos and values of the school. and close links with the Southwark Diocesan Board of Education and Parish Church.
* Sensitive to those of other faiths and no faith and respect for the views of all.

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