

Stenbury Federation

Head of School – Person Specification

Salary: Leadership Scale

Line management: Head of School is directly responsible to the Executive Headteacher

1. EXPERIENCE	
E	Evidence of recent experience of working successfully as a senior leader in a school.
E	Leadership of a significant area or phase or inclusion, including experience of turning policy into effective and successful practice and responsibility for raising standards across the whole school.
E	Substantial, successful teaching experience at an outstanding level.
2. PROFESSIONAL KNOWLEDGE	
E	Knowledge of what constitutes high quality teaching, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils.
E	Up to date knowledge of statutory regulations and guidance relating to the post.
E	A secure understanding of the statutory requirements of the National Curriculum and Early Years development.
E	A secure understanding of assessment strategies, the use of assessment to inform the next stages of learning and the statutory requirements for end of key stage primary assessments.
3. STRATEGIC LEADERSHIP	
E	Evidence of ability to analyse data, develop strategic plans for school improvement, set targets and monitor/evaluate progress towards these.
E	Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school.
E	Understanding of and commitment to promoting and safeguarding the welfare of pupils.
E	Experience of working successfully with other schools/organisations/agencies.
D	Ability to deal successfully with potentially difficult situations and conflict resolution.
D	Successful experience in creating an effective learning environment; developing and implementing policy and practice relating to behaviour management; and promoting SMSC.
4. QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT	
E	Qualified Teacher Status or recognised equivalent.
E	Evidence of continuing professional development relating to school leadership, management, teaching and learning.
D	Leadership qualification, i.e. National Professional Qualification for Senior Leadership (NPQSL), National Professional Qualification for Middle Leadership (NPQML), National Award in Special Educational Needs Coordination (NASENCo).
D	Experience of performance management and leading/coordinating professional development opportunities.
5. SKILLS, QUALITIES AND ATTRIBUTES	
E	High expectations of pupils' learning and attainment with a strong commitment to raising achievement for all.
E	Ability to build and maintain good relationships.
E	Ability to communicate effectively, orally and in writing to a range of audiences.
E	Ability to prioritise and manage time, meet deadlines and remain positive and enthusiastic when working under pressure.
E	Ability and resilience to adapt to changing circumstances and ideas.

E = Essential D = Desirable