

Kilsby C of E Primary School

Person specification for an **ASPIRING Head of School**

	Essential/Desirable	Desirable/Aspiring to
Qualifications	Qualified teacher status.	Good Honours Degree (2.1 or better)
	Evidence of continual professional development.	Any other qualifications relevant to primary teaching and leadership role. Masters or PGCE National Professional Qualification Certificate (e.g. Middle Leadership; Senior Leadership; Headship)
Knowledge and Experience	Is able to demonstrate vision and strategic leadership of a core subject area/key stage/school.	Experience in teaching across the whole primary range
	Success in teaching a class full time and can demonstrate outstanding teaching.	
	Successful Leadership experience e.g. Assistant Headteacher or member of Senior Leadership Team	Strategic Leadership Experience
	High level of involvement in School Improvement Planning	
	Experience of training related to an aspect of leadership and management.	Proven successful experience of leadership within a primary school.
	Ability to inspire and motivate stakeholders	Ability to lead, coach and support other staff within the school which impacts on standards and achievements

	Proven success in raising standards at the end of a Key Stage.	Experience of budget management.
	Thorough understanding of safeguarding children.	Knowledge of implementing assessment and data tracking systems.
	Experience of working with other schools, organisations and outside agencies.	Experience of successfully working as part of a multi academy trust
	Experience of leading an area of improvement in school with a proven positive impact.	Experience of supporting colleagues in another school
	Knowledge of a range of strategies to raise standards/pupil achievement.	Experience in monitoring progress and attainment across the school
	Experience of using data to set targets for improvement and to monitor progress.	Detailed knowledge of Health and Safety requirements in schools and advanced training in safeguarding.
	Experience in supporting the monitoring and evaluating of curriculum delivery.	
	Experience of leading staff development/training.	
	Experience of observing lessons and giving accurate and constructive feedback to colleagues.	
	Ability to manage a high workload and conflicting priorities.	
School Ethos	A belief in pupil-centred, active learning with an ability to engage, challenge and have high expectations of children.	

	Ability to provide a caring, co-operative atmosphere for children and to create a challenging, disciplined and effective learning environment.	Ability to make decisions based on the wider needs of the school.
	Strong understanding of the Christian ethos of the school and how to develop its distinctive character	Committed and practising Christian.
Relationships	Ability and willingness to work collaboratively and supportively within the school team, making positive contributions to assessment and the School Improvement Plan as well as working using your own initiative.	Experience of working with Governors Ability to know when and when not to offer support or challenge and when to ask for support yourself
	An ability to foster good relationship with all stakeholders- children, staff, parents, diocese and the wider school community.	
	Enthusiastic, dedicated, sympathetic and approachable with a sense of humour and fun	
	Ability to inspire confidence, respect and openness.	
	Excellent interpersonal, communication and organisational skills.	
Attitude and temperament	Ability to translate care and concern for children into practical actions that make the pupils feel safe and enable them to be successful.	
	Proactive in areas of responsibility and has an awareness of whole school issues	



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	<p>A willingness to take on appropriate delegated tasks relevant to the post.</p>	
	<p>A good understanding of school ethos and roles and ability to promote these as a model</p>	
	<p>An ability to undertake the responsibility of the day-to-day management of the school.</p>	
	<p>An ability to use and understand discretion, confidentiality and a professionalism as a leader and a role model.</p>	