

"Celebrating what pupils do well is central to the work of Upshire Primary Foundation School." Ofsted 2019

Person Specification HEADTEACHER

We are looking for a Headteacher who can show evidence and impact of:

- enthusiastically supporting excellent opportunities for children in a caring and inclusive environment
- working with, and leading a team of dedicated staff
- embracing and celebrating achievement at all levels

Qualifications and Training
Qualified Teacher status.
If NPQH is not held, appropriate academic and professional qualifications
Evidence of further personal study or professional development.
Professional Attributes
Proven successful leadership at Headteacher or Deputy level gained in the primary phase.
Successful track record as a professional teacher.
Proven skills in strategic thinking, leading to effective planning and progress towards a clear shared vision.
Thorough understanding of child safeguarding and proven experience of promoting children's welfare.
Understanding of (or experience of) good financial leadership and management.
Excellent interpersonal and communication skills (oral and written).
Resilience and flexibility to cope with changing circumstances and new ideas.
Able to call upon a range of leadership skills.
Enthusiasm and ability to inspire and motivate others.
Positive attitude and approach to problem solving styles, to hold people to account.
Recognises their role as the head of teaching.

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Personal Qualities
A natural leader who is also a team player.
Innovative, imaginative, creative, a sense of humour.
Self-confident but self-reflective.
Creates a culture where pupils experience a positive and enriching school life.
Promotes positive and respectful relationships across the school community.
Recognises the potential in staff and empowers.
Generates a culture of high staff professionalism.
Empathetic but able to make difficult decision in the best interests of the whole school.
A commitment to well-being and mental health for all members of the school community is essential.
Leadership and Management
Commitment to developing the leadership and management skills of all staff.
Able to delegate effectively, in order to achieve outstanding outcomes and provide targeted development for others.
Experience of preparing effective documentation for consideration by different audiences, including governors and parents.
Clear understanding of effective school self-evaluation processes and their use in identifying future priorities for improvement planning.
Experience of managing and making a substantial contribution to the effective management of change.
Ability to embed safeguarding as a core feature of the school's ethos.
Experience of, or committed to, working with the whole school community to develop a vision that focuses on excellence and high standards, which meet the needs of all.
Ability to think strategically, build and communicate a coherent vision.
Experience of working with parents, carers, families, and the school team, to help children succeed and thrive.
Knowledge and understanding of the Headteacher's role in advising and working with the governing board.

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Teaching and Learning
Expertise in developing flexible and effective approaches to learning and teaching which will lead to high achievement for all learners.
Significant experience in determining, organising, and implementing an appropriate and creative curriculum across the whole school.
Expertise in rigorously reviewing school performance and using the information to raise expectations and achievement for all learners.
Strong understanding of effective approaches to inclusion and behaviour management and experience of delivering them in school settings.
Ability to develop a team with the necessary skills and knowledge to promote equality, respect diversity, and challenge stereotypes, to promote the rights of children.
Wider Community
Commitment to working effectively with parents, governors, external partners, other agencies, and schools, to support the learning of children and to define and realise the school's vision.
Experience of and commitment to, listening, reflecting, and acting on feedback, leading to strong, cohesive, and sustainable communities.
Maximise the benefits of collaborating with other schools. Successful track record in working with others to create and maintain strong professional relationships.
Commitment to providing continuous professional development for the whole school community.
An understanding of solution focused approaches to resolve conflict.