



**Headteacher
Person Specification**

	Essential	Desirable
1 Qualifications and Experience	<ul style="list-style-type: none"> • QTS with degree or equivalent • Recent successful leadership as a HT, Deputy HT or in a senior leadership position • Has current training for Child Protection and Designated Safeguarding Lead 	<ul style="list-style-type: none"> • Understanding of teaching across the key stages in a Primary school • NPQH Status
2 Leadership Skills	<ul style="list-style-type: none"> • Ability to articulate a clear vision for the school and ambitious in helping children develop and attain achievements • And in particular recognises and is fully supportive of the school's Christian distinctiveness, its values and ethos in all areas of the school's life • Deep understanding of high quality teaching and the ability to lead and model this for others in order to support their improvement • Excellent data analysis skills and the ability to use data to set targets and identify weaknesses to get the best outcomes for all pupils • Proven record of inspiring, enabling and motivating others to succeed • Able to delegate well, and provide development opportunities for staff • Excellent communication skills that enable good relationships with staff, parents and governors: a good listener. • Able to manage effectively by establishing priorities; having excellent organisational and decision making skills 	
3 Whole School Leadership and Management Experience	<ul style="list-style-type: none"> • Ability to lead school improvement, using effective school self-evaluation and development planning • Experience of implementing a strategic plan across the whole school, identifying priorities and evaluating the impact 	<ul style="list-style-type: none"> • Recent experience of Ofsted / SIAMS

	<ul style="list-style-type: none"> • Ability and experience of leading change effectively • Able to listen and engage with all stakeholders on a daily basis and to lead specific projects • Knowledge and understanding of strategic financial planning, including management of a budget. • Experience of working with governors, school improvement partners and external agencies • Absolute commitment to safeguarding • Evidence of clear commitment to promoting the well-being of everyone in the school community • Engaged with the issues that children of this generation face • Embraces equality and diversity throughout the school • Foster links with the local church and Diocese 	
4 Professional Development	<ul style="list-style-type: none"> • Evidence of appropriate and recent professional career development for the role of head teacher, including school improvement 	<ul style="list-style-type: none"> • Recent training in safeguarding including safer recruitment
5 Personal Qualities	<ul style="list-style-type: none"> • Establish and sustain the Christian ethos and values • A leader who inspires trust, commitment, and mutual respect in all members of the school community; • and who is thoughtful and considered in their actions • A leader who is approachable; visible around the school and gives time to all members of the school community • Demonstrates resilience whilst also showing compassion in dealing with difficult issues • A genuine passion for educating young children and who motivates enthusiastic learning in children, • coupled with the ability to see every child fulfil their potential • Someone who is ambitious about the growth and well-being of all pupils at Greenford School 	