



## Headteacher Person Specification

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

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