PENRUDDOCK SCHOOL – EXECUTIVE HEADTEACHER PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	• Qualified Teacher Status • Evidence of continuing professional development relating to school leadership and curriculum development	▪ NPQH, NPQEL or equivalent
EXPERIENCE Recent and successful experience of:	• Currently a serving primary head teacher • Show a significant positive impact on standards, pupil progress and wider educational outcomes in their current school • Tracking pupil progress highlighting areas of concern, planning interventions and ensuring these actions have a positive impact on attainment and progress	▪ Working in a range of schools ▪ Teaching in more than one key stage/subject ▪ Professional collaboration with colleagues from other schools ▪ Working with other agencies for the well-being of all pupils and their families
KNOWLEDGE Understanding of:	• Principles for the continuation of high-quality teaching and learning • Evidence-informed strategies for raising standards of achievement for all pupils • Principles of school self-evaluation and strategies for planning whole-school school improvement • Strategies to develop partnership with parents and enhance community links • The range of strategic data (whether school, LA, national) available for the evaluation and improvement of school performance and how to use this to produce reports, analysis and evaluation information for the Governors, to collectively identify strengths, respond swiftly and appropriately to priorities for improvement • Ways in which to extend and enrich the curriculum	▪ Strategies to develop collaborative work with other schools
SAFEGUARDING, EQUALITY AND INCLUSION Ability to:	• Demonstrate knowledge and understanding of safeguarding and child protection • Show commitment to a safeguarding culture and promoting the welfare of children and an inclusive environment • Actively draw on the diversity in the school community to enhance learning and support the academic, spiritual and cultural development of all pupils	▪ Level 3 Safeguarding ▪ A current SEND qualification
PROFESSIONAL SKILLS Ability to:	• Support a leadership culture that fosters a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour practices. • Drive excellent teaching across the school, through the coaching of leadership practice to improve the quality of teaching. • Monitor and evaluate the performance of people and policies • Understand when delegation is appropriate • Manage the school efficiently and effectively on a day-to-day basis, within an understanding of strategic aims • Maintain positive relationships with the Governing Board, external agencies, the LA, other schools and parents • Hold others to account to ensure professionalism and effective performance	▪ Foster links with other schools; locally, nationally and internationally to enhance the curriculum ▪ Develop their own professional support network ▪ Use of effective feedback and coaching techniques
PERSONAL ATTRIBUTES Evidence of:	• Lead by example, establishing and articulating clear vision, values and moral purpose, and focusing on providing excellent education for all pupils • The ability to inspire confidence, commitment and respect from others • Effectively manage own time and the identification of priorities to maximise the day-to-day achievement of both operational and strategic responsibilities, supporting and enabling staff to do the same • Demonstrating courage, resilience and optimism when facing challenges and providing positive support for colleagues • Genuine curiosity when problem-solving and seeking appropriate support when required • To engage and contribute to school events.	