



<b>Position:</b>	<b>Head Teacher</b>
<b>Pay Range:</b>	<b>19-25</b>
<b>Responsible to:</b>	<b>The School's Governing Body</b>

<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
<b>Qualifications and Training</b>		
<ul style="list-style-type: none"> <li>• Educated to degree level</li> <li>• UK Qualified Teacher Status</li> <li>• Evidence of continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• (NPQH) if not already a Head Teacher</li> <li>• Masters Level Qualification</li> </ul>	Application form
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Substantial and proven successful primary or junior teaching experience</li> <li>• Evidence of substantial and successful leadership and management experience at a senior level</li> <li>• Has a proven track record in leading and managing staff to support successful outcomes for all abilities of pupils, with experience of leading curriculum areas and initiatives</li> <li>• Evidence of astute financial and resource management</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in more than one appropriate key stage</li> <li>• Experience of developing and implementing successful initiatives which have had a positive impact on Equality, Diversity and Inclusion</li> <li>• Experience of teaching in more than one school</li> </ul>	Application form Selection Procedure Interview References
<b>Professional Knowledge and Skills</b>		
<ul style="list-style-type: none"> <li>• Extensive knowledge and experience of recent primary / junior education and the issues and challenges facing the sector</li> <li>• Knowledge and understanding of SEND Code of Practice and other statutory guidance / practice</li> <li>• Experience of successfully raising standards, particularly for vulnerable groups of pupils (disadvantaged, SEN and pupils known to social care)</li> <li>• Knowledge of the statutory frameworks and good practice for curriculum delivery and assessment</li> </ul>		Application form Selection Procedure Interview References

<ul style="list-style-type: none"> <li>• High expectations of pupil behaviour and the effective use of behaviour management strategies</li> <li>• Knowledge, experience and understanding of safeguarding best practice</li> <li>• The ability to build effective relationships with a wide variety of people – staff, learners, senior leaders, governors, parents/carers, local residents and other stakeholders – and to forge strong links</li> <li>• The ability to create and implement a strategic school improvement plan, based on effective self-evaluation</li> <li>• The ability to motivate and enable all staff to carry out their respective roles to the highest standard through performance management and continuing professional development</li> <li>• Excellent communication and organisational skills</li> </ul>		
<b>Philosophy and Personal Qualities</b>		
<ul style="list-style-type: none"> <li>• Commitment to inclusion and the right of every pupil to be the best that they can be</li> <li>• A commitment to a broad and balanced curriculum</li> <li>• Good judgement; able to assess and balance risks and opportunities</li> <li>• Resilient; able to remain calm in difficult situations, and able to challenge others and be challenged</li> <li>• Able to identify and appropriately manage under achievement and under performance</li> <li>• Foster an open, fair and equitable culture</li> <li>• To be a role model of best practice with a professional demeanour that engenders confidence, trust and respect in others</li> <li>• A commitment to and understanding of effective strategies for balancing staff work life balance and workload</li> </ul>	<ul style="list-style-type: none"> <li>• A commitment to and an appreciation of the school's focus on wider development and extra curriculum activities for all pupils</li> </ul>	Application form Selection Procedure Interview References