



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

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

<ul style="list-style-type: none"> • High expectations of pupil behaviour and the effective use of behaviour management strategies • Knowledge, experience and understanding of safeguarding best practice • 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 • The ability to create and implement a strategic school improvement plan, based on effective self-evaluation • 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 • Excellent communication and organisational skills 		
Philosophy and Personal Qualities		
<ul style="list-style-type: none"> • Commitment to inclusion and the right of every pupil to be the best that they can be • A commitment to a broad and balanced curriculum • Good judgement; able to assess and balance risks and opportunities • Resilient; able to remain calm in difficult situations, and able to challenge others and be challenged • Able to identify and appropriately manage under achievement and under performance • Foster an open, fair and equitable culture • To be a role model of best practice with a professional demeanour that engenders confidence, trust and respect in others • A commitment to and understanding of effective strategies for balancing staff work life balance and workload 	<ul style="list-style-type: none"> • A commitment to and an appreciation of the school's focus on wider development and extra curriculum activities for all pupils 	<p>Application form Selection Procedure Interview References</p>