

# REDGATE PRIMARY SCHOOL

We Learn, We Collaborate, We Nurture, We Grow and We Are Safe



## HEADTEACHER PERSONAL SPECIFICATION

Qualifications or Training	Essential	Desirable
<ul style="list-style-type: none"><li>• Qualified Teacher Status</li></ul>	E	
<ul style="list-style-type: none"><li>• Evidence of recent professional development/academic study, preferably with a leadership focus</li></ul>	E	
<ul style="list-style-type: none"><li>• National Professional Qualification for Headship (NPQH)</li></ul>	E	
<b>Experience</b>		
<ul style="list-style-type: none"><li>• Impact of working strategically at a senior level in a primary school</li></ul>	E	
<ul style="list-style-type: none"><li>• Experience of successfully raising standards, particular for vulnerable groups of pupils (Pupil Premium, SEND, disadvantaged)</li></ul>	E	
<ul style="list-style-type: none"><li>• Secure knowledge and understanding of the current Primary curriculum and Early Years Foundation Stage curriculum</li></ul>	E	
<ul style="list-style-type: none"><li>• Experience of school self-evaluation and performance management processes and their impact on raising standards</li></ul>	E	
<ul style="list-style-type: none"><li>• Experience of managing resources and people</li></ul>	E	
<ul style="list-style-type: none"><li>• Experience of providing support and advice to other schools</li></ul>		D
<ul style="list-style-type: none"><li>• Experience of nursery provision</li></ul>		D
<ul style="list-style-type: none"><li>• Experience of working with/leadership within a Multi Academy Trust (MAT)</li></ul>		D
<b>Practical Skills</b>		
<ul style="list-style-type: none"><li>• Knowledge of the coaching skills and evidence-based training required to ensure an exemplary quality of education</li></ul>	E	
<ul style="list-style-type: none"><li>• Commitment to inclusion and the right of every pupil to be the best they can be and knowledge of the strategies for ensuring inclusion, diversity and access.</li></ul>	E	
<ul style="list-style-type: none"><li>• In-depth knowledge of SEND legislation, inclusive practice and funding mechanisms</li></ul>	E	
<ul style="list-style-type: none"><li>• Ability to inspire, challenge, motivate and empower staff</li></ul>	E	
<ul style="list-style-type: none"><li>• Ability to collaborate and network with others</li></ul>	E	

- Creative and successful management of change and initiatives which impact on raising achievement E
- Ability to gather and analyse evidence and data from first hand and other sources, and use the results to make secure judgements about the quality of provision E
- Astute financial and resource management E
- Experience of managing challenging behaviour of staff, pupils and parents and a commitment to restorative/relational practices E
- A thorough knowledge of current educational issues (statutory & non-statutory), the new inspection framework & initiatives affecting schools. E
- Ability to provide concise and accurate reports to a range of stakeholders, including the governing body and the local authority E

### **Personal Qualities & Attributes**

- Innovative and creative approach to raising achievement E
- Passion for teaching & learning E
- Commitment to safeguarding and promoting the welfare of children and young people E
- Emotional resilience and ability to work calmly, patiently and sensitively under pressure E
- Excellent interpersonal and communication skills E
- Highly competent organisational skills E

### **Safeguarding**

The Headteacher will be responsible for safeguarding and promoting the welfare of children and young people. The post holder must ensure that safeguarding policies and procedures are effectively implemented and monitored.