

*Developing Potential without Limitations*

Headteacher at Frieth School Person Specification

We are seeking a Headteacher who will be able to

- Lead the school into achieving academy status.
- Maintain and secure the provision of wraparound care
- Aspire to lead the school to achieve an Outstanding OfSTED grading
- Maintain the existing SIAMS Excellent grading
- Maintain the attainment of the best possible results and progress for every pupil

Job requirements:

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Current Safeguarding qualification• Whole class leadership experience	<ul style="list-style-type: none">• NPQH• Experience as Deputy, Assistant or Acting Head• Current paediatric First Aid qualification• Recent relevant in-service training
Shaping the Future	<ul style="list-style-type: none">• Lead school through academisation process• Ability to manage the provision of wraparound care and understanding of legal and practical requirements to deliver this safely and successfully• Reconsider school vision and values with particular regard to SIAMS inspection• Support, maintain and develop the church foundation ethos of the school, welcoming families of all faiths and none.	<ul style="list-style-type: none">• Experience of writing and implementing a School Development Plan

	<ul style="list-style-type: none"> • Plan and manage change and improvement • Plan strategically with clear priorities • Communicate effectively to staff, parent, pupils, governors and the local community orally, in writing and via the school website and social media • Maintain and regularly update the school website and Facebook page 	
Working with the Community	<ul style="list-style-type: none"> • Ability to work constructively with Governors and welcome them into the school • Work constructively with the Diocese, the Local Authority and the community • Ability to build on existing relationship with Marlow Liaison Group of schools • Willingness to work with local church personnel in the delivery of family-friendly services, particularly for Mothering Sunday, Harvest and Christingle • Ability to develop relationships with various education providers 	<ul style="list-style-type: none"> • Experience of being a governor
Leading, Teaching and Learning	<ul style="list-style-type: none"> • Experienced and skilled primary classroom teacher • Teach as required, by agreement with the Governors • Willingness and ability to lead collective worship, promoting the church school ethos of the school while being welcoming and accessible to pupils and families of all faiths and none • Positive attitude towards the benefits of mixed-age teaching • Promote and secure the success and progress of pupils of all abilities and needs 	<ul style="list-style-type: none"> • Experience of mixed age teaching • SENCo experience • ICT experience • Experience of communicating by use of virtual platforms such as Teams, Zoom etc

	<ul style="list-style-type: none"> • Understanding of special needs issues, including securing funding • Commitment to culture of inclusion and diversity • Experience of use of data and assessment to raise standards for all • Knowledge and understanding of EYFS, KS1 & KS2 curriculum • Strong interest in development, promotion and monitoring of effective teaching methods • Commitment to promotion of pupils' spiritual, social, moral and cultural development. • Experience of managing pupil behaviour effectively using a caring and supportive approach • Recognise, promote, encourage and reward effective teaching • Thorough understanding of ICT and experience of its use in both educational and management contexts 	
Managing the Organisation	<ul style="list-style-type: none"> • Good leadership and management skills • Ability to stay calm and focussed under pressure and in unexpected situations • Highly organised • Able to work in a team with shared responsibility • Experience of school self-evaluation • Understanding of Performance Management and staff development • Ability to delegate responsibility. • Ability to resolve conflict and deal sensitively with needs of pupils, parents, staff and governors • Ability to oversee effective use of resources 	<ul style="list-style-type: none"> • Experience of senior management • Experience of different leadership styles • Ability to solve problems and make decisions • Experience of negotiating contracts with external providers eg sport, catering • Experience of school data management, including analysis and target setting • Experience of school budget management

Accountability	<ul style="list-style-type: none">• Understanding the Headteacher's responsibilities and accountabilities to pupils, parents, Governors, LA, Diocese and the community• Understanding of the statutory framework for education and school management• Understanding of OfSTED and SIAMS Inspection requirements• Clear understanding of safeguarding policies and responsibilities	<ul style="list-style-type: none">• Experience of working with a Governing Body especially with regard to its statutory responsibilities• Management experience of preparing for OfSTED and SIAMS Inspections
Personal Qualities	<ul style="list-style-type: none">• Ability to remain calm under pressure• Ability to cope with changing circumstances, new ideas and criticism• Value and hold high expectations of every child• Be a positive role model for staff and pupils• Demonstrate enthusiasm and sense of humour and proportion• Demonstrate integrity, self-confidence, diplomacy and judgement• Commitment to good work-life balance for all• Commitment to own personal development• Ability to foster open and fair culture	

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Appointment to this post is subject to an enhanced Disclosure & Barring Service check.