

*Let your light shine!*

**Headteacher at Frieth School**

**Person Specification**

We are seeking a Headteacher who will be able to

* Raise the profile of the school to attract more pupils
* Maintain and secure the provision of wraparound care
* Aspire to lead the school to achieve an Outstanding OfSTED grading
* Maintain an excellent inclusive church school ethos
* Support every child to ‘Let their light shine’ by making good progress from their individual starting points.
* Teach, as required, by agreement with governors.

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|  | **Essential Criteria** | **Desirable Criteria** |
| **Qualifications** | * Qualified Teacher Status * Current Safeguarding qualification * Leadership experience | * NPQH * Experience as Deputy, Assistant or Acting Head * Current paediatric First Aid qualification * Recent relevant in-service training |
| **Shaping the Future** | * Raise the profile of the school to attract more pupils. * Manage the provision of wraparound care and understand the legal and practical requirements to deliver this safely and successfully. * Embed the new school vision and values, preparing the school for its SIAMS inspection. * Support, maintain and develop the church foundation ethos of the school, welcoming families of all faiths and none. * Plan strategically with clear priorities, managing necessary change and improvement. * Communicate effectively with all stakeholders, including on social media as appropriate. | * Experience of writing and implementing a School Development Plan. |
| **Working with the Community** | * 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 the existing relationship with Marlow Liaison Group of schools. * Willingness to work with local church personnel in the delivery of assemblies and family-friendly services, particularly for Mothering Sunday, Harvest and Christingle. | * Experience of being a governor. |
| **Leading, Teaching and Learning** | * Experienced and skilled primary classroom teacher. * Teach as required~~,~~ by agreement with the Governors. * Experience of effective use of a virtual learning platform such as Teams. * 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. * Understanding of a range of Special Educational Needs and Disability. * 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. | * Experience of mixed age teaching. * Experience of teaching across the primary age range. * SENCo. Experience. * ICT experience. * Experience of using restorative approaches. |
| **Managing the Organisation** | * Good leadership and management skills. * Ability to stay calm and focussed under pressure and in unexpected situations * Highly organised. * Able to lead, inspire and manage teams and individuals. * 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. | * Experience of senior leadership. * 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. * Experience as a Designated Safeguarding Lead. |
| **Accountability** | * 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. | * 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** | * 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 a sense of humour. * Demonstrate integrity, self-confidence, diplomacy and judgement. * Commitment to good work-life balance for all. * Commitment to own personal development. * Ability to foster an 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.*