

 *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.

|  |  |  |
| --- | --- | --- |
|  | **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.*