



Deanery C.E. Primary School
Fox Hollies Road, Sutton Coldfield B76 2RD

Tel: 0121 351 6441/ 0121 351 6615
 Email: enquiry@deanery.bham.sch.uk
 Website: www.deanery.bham.sch.uk

Head Teacher
Person Specification

In order to meet the high standards expected of the leading professional, the Governing Body is seeking to employ a person with the following qualities, experience, skills and abilities. The criteria below will form the basis for the short listing and interview process and candidates are requested to respond accordingly.

Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of qualifications at degree level
Professional Development	<ul style="list-style-type: none"> • Evidence of continuous professional development further to basic teaching qualifications, which includes training in leadership and management • NPQH (desirable) • Excellent communication and interpersonal skills • Recent experience as Assistant Head, Deputy Head or Head Teacher • Record of successful class teaching and innovative curriculum development • Experience of working in a number of schools (desirable)
Personal Qualities	<ul style="list-style-type: none"> • Embody and effectively communicate the school's vision, values and ambitions • Lead by example, to gain the professional respect of colleagues and bring out the best in them • Demonstrate the ability to be resilient, robust and calm under pressure • Support and develop our distinctive Christian ethos • Strong strategic leadership skills and maintain an excellent working relationship with a proactive Governing Body • An effective communicator at all levels • An ability to inspire high levels of performance in pupils and staff • Evidence of building established partnerships, e.g. parent partnership, community, local churches and other schools • Be approachable and responsive to the views of staff, pupils and parents
Knowledge and skills	<ul style="list-style-type: none"> • Proven skills in strategic leadership and management • An understanding of the wider implications of government policy and how to translate them into school action • Knowledge of the general statutory frameworks and requirements for primary schools, early years provision and transition through the key stages • Evidence of strong financial management and governance • Ability to demonstrate commitment to the education of the 'whole child' • Evidence of raising standards and attainment • Ability to manage and develop the school environment • Ability to lead and develop the provision of extended services • Successful school improvement planning and self-evaluation, and a strong track record of implementing and managing the delivery of sustained improvements • Ability to demonstrate responsibility for own professional development • Experience of successful delivery against agreed strategic plans • Understanding of the academy business model and future agendas • An ability to analyse the complex issues relating to pupils' attainment and progress and develop effective and creative responses to further extend this • Experience of recruiting, managing and developing staff • Clear understanding and knowledge of budget management and corporate governance • Knowledge and understanding of health and safety issues and legislation • Ability to understand and drive the wider operational opportunities and potential funding streams • Be aware of, and accept the '7 principles of public life' also known as the Nolan Principles