



Christ Church and Holy Trinity Federation of Schools

Holy Trinity Head of School Person Specification

	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of Continuing Professional Development relating to school leadership/curriculum development 	NPQH or further professional qualifications
Experience	<ul style="list-style-type: none"> • Successful leadership experience to at least Deputy/Assistant Head level • Successful teaching experience within the Primary age range 	Advanced Skills/Leading Practitioner status
Strategic Leadership	<ul style="list-style-type: none"> • Ability to provide clear educational vision and direction • Ability to inspire and motivate all stakeholders • Evidence of developing effective strategies for school improvement that have impact on outcomes for children • High level of involvement with school improvement planning • High level involvement in monitoring and evaluation procedures leading to clear impact • Ability to work in partnership with senior leaders and governors • Ability to set challenging targets for children and staff • Ability to analyse and use pupil data on attainment and progress to raise standards • Secure knowledge of the Ofsted Framework 	<p>Strategic Leadership experience across EYFS, KS1 and KS2</p> <p>Use of assessment data management systems to improve standards</p>
Leading Teaching and Learning	<ul style="list-style-type: none"> • Understand the principles of effective teaching and learning • Successful experience of monitoring, evaluating and improving the quality of teaching, learning and assessment • Understanding the role and impact of assessment in children's learning • Secure knowledge of statutory requirements relating to curriculum and assessment • Experience of leading curriculum innovation • Successful experience of developing effective learning behaviours 	

<p>Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Ability to lead, manage and motivate across the school community • Ability to establish positive working relationships • Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams • Successful experience of identifying the need for, and leading, in-service training • Significant experience of taking a lead role in performance management of staff including leading lesson observations • Experience of dealing with staff when performance gives cause for concern 	<p>Experience of working with Governors</p>
<p>Managing Resources</p>	<ul style="list-style-type: none"> • Successful experience of managing resources within agreed budgets 	<p>Experience of recruiting and deploying staff</p>
<p>Personal Skills and Qualities</p>	<ul style="list-style-type: none"> • Empathy with children • Strong commitment to raising standards • High expectations of self and others • Ability to establish and maintain positive relationships, including with parents • Ability to remain positive and enthusiastic, including when under pressure • Good communication skills 	<p>Effective computing skills for both teaching and management</p>