

Ash Green Primary Academy  
Person Specification  
Head Teacher

|                                      | Essential Attributes   | Desirable Attributes   | Assessed By:<br>A – application<br>I – interview<br>T – Task/s             |
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| <b>Qualifications and Experience</b> | <p>Qualified to degree level or equivalent</p> <p>Qualified Teacher Status.</p> <p>Substantial experience of effective school / academy leadership as a Deputy Headteacher.</p> <p>Experience of working effectively with other leaders across a multi-academy trust (MAT).</p> <p>Experience of efficient and effective working in more than one school or academy context.</p>   | <p>To have achieved either NPQH status or be working towards this qualification.</p> <p>Relevant further professional development/qualification.</p> <p>Experience of effective school / academy leadership as a Headteacher.</p> <p>Experience of leading effective MAT Development.</p> <p>Experience of efficient and effective working in more than one multi-academy context.</p>   | <p>A</p> <p>A</p> <p>A</p> <p>A; I</p> <p>A; I</p>                         |
| <b>Knowledge and Experience</b>      | <p>Experience and understanding of the needs and challenges of a highly aspirational community.</p> <p>Substantial experience of school/academy self-evaluation and development planning (including implementation, monitoring and evaluation).</p> <p>Data analysis skills, and the ability to use data to set targets and identify areas for improvement.</p> <p>Knowledge and experience of efficient and effective financial management upholding the principles of transparency, integrity and probity.</p> <p>Understand the development the</p> | <p>Experience of teaching in several contrasting schools/academies or working in the wider educational sector.</p> <p>Experience of MAT strategic development planning, including implementation, monitoring and evaluation.</p> <p>Experience of designing and implementing tracking and data management systems across a school/trust.</p> <p>Experience of efficient and effective financial planning upholding the principles of transparency, integrity and probity.</p> <p>Experience of staffing structure review and restructuring processes.</p> <p>Experience of teaching a broad school</p> | <p>A; I</p> <p>A; I</p> <p>A; I; T</p> <p>A; I</p> <p>A; I</p> <p>A; I</p> |

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|                            | <p>whole school age range from 3 to 11 years.</p> <p>Understanding and experience of effective personnel management and appropriate procedures.</p> <p>Understanding and experience of organising, developing and motivating staff through career progression.</p> <p>A proven record of excellent classroom practice and leading a broad, rich, innovative and appropriate curriculum across a school.</p> <p>Ability to lead, co-ordinate and motivate the whole school team, ensuring effective wellbeing, appropriate professional development and training.</p> <p>Understanding and experience of instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.</p> <p>Understanding of current educational legislation and the new Ofsted framework and its impact on primary schools.</p> <p>Experience of home-school and other partnerships.</p> <p>Up to date understanding of safeguarding requirements.</p> | <p>age range.</p> <p>Experience of designing career progression pathways.</p> <p>Experience of leading professional and curriculum development across a MAT.</p> <p>Understanding of MAT legislation and guidance.</p> <p>Experience of building school to school and other partnerships.</p> <p>Proven track record of effectively implementing safeguarding procedures.</p>  | <p>A; I</p> |
| <b>Professional Skills</b> | <p>Ability to develop a shared vision and set of values for the academy alongside all stakeholders with an emphasis on high quality education, a range of educational opportunities, inclusion and achievement for all.</p> <p>Ability to communicate the aims, objectives and values of the academy.</p> <p>Ability to set up effective teams inspiring enthusiasm and</p>   | <p>Ability to contribute to the establishment, development and promotion of a positive MAT vision and ethos with an emphasis on high quality education, a range of educational opportunities, inclusion and achievement for all.</p> <p>Ability to develop, contribute to and communicate the aims, objectives and values of the MAT.</p> <p>Ability to lead cross school teams, inspiring enthusiasm and commitment</p> | <p>I</p> <p>A; I</p> <p>A; I</p>  |

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|                           | <p>commitment from all staff.</p> <p>Ability to communicate effectively, both orally and in writing, with a wide variety of people both inside and outside the school community.</p> <p>Ability to empathise with children across the age range and a variety of socio-economic and ethnic backgrounds and to ensure a firm, fair and consistent approach across the school.</p> <p>A competent user of technology, with a clear understanding of its potential to aid the quality of teaching and learning and effective management.</p> <p>Time management skills and a willingness to delegate where appropriate.</p> <p>Understand the difference between leadership and management.</p> <p>Ability to ensure a safe, well-maintained, stimulating and inspirational school environment.</p> | <p>from all staff.</p> <p>Understanding of the need and ability to ensure a safe and well-maintained trust infrastructure.</p>   | <p>A; I; T</p> <p>A; I</p> <p>A; I; T</p> <p>A; I; T</p> <p>A; I</p> <p>A; I</p>     |
| <b>Personal Qualities</b> | <p>Excellent interpersonal and listening skills with ability to empathise and to establish a positive ethos.</p> <p>Evidence of a sense of humour; flexibility; coolness under pressure, even with competing priorities; effective networking and other superhuman qualities required!</p> <p>Enthusiasm and creativity alongside the ability to pay attention to detail when necessary.</p> <p>A sense of perspective and the ability to be reflective and self-critical.</p> <p>Ability to be pro-active and positive about challenge and change.</p> <p>Ability to establish and develop productive working relationships with a wide range of people including</p>   | <p>Ability to lead by example with integrity and resilience.</p> <p>Ability to create and motivate high performing teams with positive, inclusive and welcoming school/ MAT ethos.</p> | <p>A; I; T</p> <p>A; I; T</p> <p>A; I; T</p> <p>A; I; T</p> <p>A; I;</p> <p>A; I</p> |

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|                                  | <p>pupils, parents, colleagues (including those in other schools within the Trust), governors, and members of the local community.</p> <p>Ability to ensure effective staff well-being.</p>  |  | A; I   |
| <b>Philosophy and Commitment</b> | <p>Ability to articulate a clear philosophy of primary education and its application to Ash Green Primary Academy within the context of the Trust.</p> <p>A passionate commitment to children and their education.</p> <p>Clear and appropriate vision for the continued development of the school.</p> <p>Commitment to equity, equality and diversity, to ensure that the educational needs of all pupils, including higher attainers and those with special educational needs, are fully met.</p> <p>Up to date understanding of primary education, pedagogy and educational research.</p> <p>Knowledge and understanding of how to develop pupil's wellbeing based on sound educational research.</p> <p>Understanding of, and commitment to, developing links between home, school, the community and the wider locality.</p> <p>Commitment to high standards, continuous improvement and quality assurance.</p> <p>Commitment to pupil achievement in the widest sense within the context of a broad, balanced and challenging curriculum.</p> <p>A sensitive understanding that people are your most valuable resource.</p> | <p>A passionate commitment to the outcomes for children across the MAT.</p> <p>A commitment to contributing to the educational outcomes for children across the MAT.</p> <p>Up to date understanding of MAT development and educational research.</p> <p>A commitment to contributing to developing links with other schools/trusts in order to be both inward and outward looking; maintaining high standards of education for all.</p> | <p>A; I; T</p> <p>A; I</p> <p>A; I</p> <p>A; I; T</p> <p>A; I</p> <p>A; I</p> <p>A; I</p> <p>A; I; T</p> <p>A; I</p> |