



Person Specification

Pioneer Federation Head of School

	Essential	Desirable
Qualifications and Professional Development	<p>Qualified Teacher Status</p> <p>Evidence of Continuing Professional Development relating to school management & leadership</p>	<p>Willingness to undertake NPQH or equivalent further professional qualification</p>
Experience	<p>Leadership experience to at least Senior Teacher/ Deputy/Assistant Head level</p> <p>Successful leadership experience and impact of key school improvement initiatives</p> <p>Successful teaching & learning experience and impact across the Primary age range</p>	<p>Leading Practitioner status / SLE</p> <p>Leading in aspects of LA, Ofsted and SIAMS inspections</p>
Strategic Leadership	<p>Ability to provide clear educational vision and direction</p> <p>Ability to inspire and motivate all stakeholders</p> <p>Evidence of developing effective strategies for school improvement</p> <p>High level of involvement with school improvement planning</p> <p>High level involvement in monitoring and evaluation procedures leading to clear impact</p> <p>Ability to work in partnership with senior leaders and governors</p> <p>Ability to set challenging targets for children and staff</p> <p>Ability to analyse and use pupil data on attainment and progress to raise standards</p> <p>Knowledge of the 2022 Ofsted & SIAMS Frameworks</p> <p>Understand the principles of effective teaching and learning</p>	<p>Strategic Leadership experience across the Primary range</p> <p>Evidence of improving standards for disadvantaged groups</p> <p>Leading in aspects of LA, Ofsted and SIAMS inspections</p>
Leading Teaching and Learning	<p>Successful experience of monitoring, evaluating and improving the quality of</p>	

	<p>teaching and learning across the Primary range</p> <p>Secure knowledge of statutory requirements relating to curriculum and assessment across the Primary range</p> <p>Experience of leading curriculum innovation</p> <p>Successful experience of developing effective learning behaviours</p>	
Leading and Managing Staff	<p>Ability to lead, manage and motivate across the school community</p> <p>Ability to establish positive working relationships</p> <p>Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</p> <p>Successful experience of identifying the need for, and leading, in-service training</p> <p>Significant experience of taking a lead role in performance management of staff including leading lesson observations</p> <p>Experience of dealing with staff when performance gives cause for concern</p>	<p>Experience of working with governors</p>
Managing Resources	<p>Successful experience of managing budgets</p> <p>Ability to manage, monitor and review available resources, ensuring value for money</p>	<p>Budgetary management at whole school level</p> <p>Experience of recruiting and deploying staff</p>
Personal Skills and Qualities	<p>Strong commitment to raising standards</p> <p>High expectations of self and others</p> <p>Ability to establish and maintain positive relationships, including with parents</p> <p>Ability to remain positive and enthusiastic, including when under pressure</p> <p>Good communication skills</p> <p>Empathy with children</p> <p>Commitment to the distinctive ethos of the school.</p>	<p>Effective computing skills for both teaching and management</p>

