

Academy Head Person Specification Landscape C of E Primary School

The following criteria will form the basis of the shortlisting and interviews. Any information which you provide about your qualifications, experiences and competencies will be tested and assessed during the selection process.

	Essential	Desirable
Teaching, Learning & Curriculum	<ul style="list-style-type: none"> ▪ Deep understanding of high-quality teaching, learning and assessment. ▪ Ability to lead innovative, relevant curriculum development. ▪ Ability to use data and assessment to inform decision-making. ▪ Experience of leading professional development. ▪ Ability to oversee extra-curricular and extended learning activities. ▪ Be passionate about teaching and learning. 	<ul style="list-style-type: none"> ▪ Experience integrating community-based learning. ▪ Experience leading inclusion or SEND provision.
Leadership & Management	<ul style="list-style-type: none"> ▪ Ability to provide strong, visible, values-driven leadership. ▪ Ability to inspire, motivate and support staff, pupils and stakeholders. ▪ Ability to promote and implement a strategic vision. ▪ Ability to analyse school performance and address underperformance. ▪ Ability to lead continuous improvement in teaching and learning. ▪ Strong organisational and operational management skills. ▪ Ability to manage risk, ensure compliance and uphold governance standards. ▪ Ability to manage and allocate staffing and resources efficiently. ▪ Commitment to professional development for self and others. 	<ul style="list-style-type: none"> ▪ Experience contributing to Trust-wide strategic plans. ▪ Experience working with Trustees or Governing Boards.
Qualifications & Experience	<ul style="list-style-type: none"> ▪ Qualified Teacher Status (QTS). ▪ Proven successful experience in a senior leadership role within a primary school setting. ▪ Experience of leading and managing staff, including performance management. ▪ Demonstrable experience of improving teaching and learning and raising pupil outcomes. ▪ Experience of curriculum planning, implementation and evaluation. ▪ Experience of monitoring and evaluating school performance using data and evidence. ▪ Proven experience of impacting positively on pupil outcomes, including out most disadvantaged pupils. ▪ Experience of managing behaviour, attendance and punctuality policies effectively. ▪ Experience of safeguarding and understanding of statutory responsibilities. ▪ Experience of working with external agencies and community partners. 	<ul style="list-style-type: none"> ▪ NPQH or equivalent senior leadership qualification. ▪ Experience of working within a Multi Academy Trust. ▪ Experience of leading school improvement. ▪ Experience of managing budgets and resources at a senior level.

<p>Ethos, Culture & Community</p>	<ul style="list-style-type: none"> ▪ Evidence of strong commitment to the distinctive Christian vision, values and ethos of a Church of England school. ▪ Ability to actively model and promote Christian values in daily practice, relationships and decision-making. ▪ Ability to nurture a culture where spiritual development is integrated into school life for pupils and staff. ▪ Understanding of the Church of England's educational principles and willingness to uphold them. ▪ Commitment to safeguarding, wellbeing and inclusion. ▪ Ability to build a positive, collaborative school culture. ▪ Commitment to promoting diversity and tackling prejudice. ▪ Ability to foster strong relationships with parents and the wider community. 	<ul style="list-style-type: none"> ▪ Experience of leadership within a Church of England school. ▪ Experience working with diocesan officers or church partners. ▪ Experience promoting community cohesion linked to Christian values.
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> ▪ Be able to voice opinions clearly. ▪ Have high expectations. ▪ Willing to take on new challenges and be comfortable with change ▪ Willing to go 'the extra mile' for the children and the school ▪ High levels of personal integrity and emotional intelligence. ▪ Commitment to the Seven Principles of Public Life. ▪ Ability to work under pressure and manage competing demands. ▪ Reflective practitioner committed to self-improvement. ▪ Approachable, visible and supportive leadership style. 	<ul style="list-style-type: none"> ▪ Have a good sense of humour ▪ Be able to work as part of a team ▪ Creativity and innovation in problem-solving.
<p>Communication & Interpersonal Skills</p>	<ul style="list-style-type: none"> ▪ Excellent verbal and written communication skills. ▪ Ability to communicate strategic messages clearly. ▪ Strong interpersonal skills with the ability to build trust. ▪ Ability to engage confidently with all stakeholders. 	<ul style="list-style-type: none"> ▪ Experience in marketing or pupil recruitment. ▪ Experience developing school-wide communication systems.

The Link Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.