



Section 1 Qualification and Experience

1. Qualifications

- Have achieved QTS
- To be able to evidence further Professional Development in preparation for Deputy Headship e.g. NPQSL, Masters Qualification

2. Experience

- Have teaching experience of working in more than one Key Stage
- Evidence of successful leadership experience
- Appropriate training and experience of Safeguarding / Child Protection
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at whole school level
- Can demonstrate impact of line management and appraisal on school improvement
- Good understanding of School Improvement Planning and Self Evaluation
- Experience of working with Governors, parents and the wider community

Section 2 Leadership

- Supports Headteacher and works in partnership with the Governing body, Nursery trustees, and all stakeholders to continue to build upon the school's vision.
- Provides visible and supportive direction which inspires, empowers, enables and develops the whole school and community
- Supports the Headteacher to continue to translate the school's Christian vision into action and so drive school performance
- Embodies excellent communication skills, compassion, tolerance, emotional intelligence and approachability
- Maintain a good knowledge of latest developments and innovative ideas underpinned by our Christian vision, working in partnership with the Headteacher to drive school performance with a managed risk approach

Section 3 Teaching, learning, assessment and additional/special educational needs

- Has led an area of school improvement to support an effective and stable learning environment by developing evidence informed approaches to learning, resulting in high outcomes from nursery age pupils to key stage 2
- Continues to secure excellent teaching through an analytical understanding of how all pupils learn (including those with SEND, attending the mainstream classrooms as well as the Specialist Resource Provision (SRP)) and of the core features of successful classroom practice and curriculum design, setting out the knowledge skills and values that will be taught
- Demonstrates a passionate belief that all young people can succeed, ensuring that all pupils are effectively prepared for the next stages of life
- Demonstrates a passionate belief that all staff have the potential to excel, using the coaching skills needed to unlock a culture of high expectation, mutual respect and flourishing
- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults through a positive approach to behaviour and relationships

Section 4 Organisational effectiveness

- Supports the Headteacher to distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities, holding each other to account
- Is committed to sourcing quality training through sustained professional development for all staff
- Is able to plan activities and projects well in advance, taking account of possible changing circumstances, providing others with clear direction, delegating work appropriately and fairly, monitoring performance against deadlines and milestones

Section 5 Ethos / Values / Religious Character

- Sustains, promotes and builds upon the school's Christian vision and strategic direction in partnership with the Headteacher
- In line with our Christian values, embodies and promotes equality of opportunity, respect for diversity and inclusivity showing sensitivity towards cultural and religious differences
- Committed to working in partnership with the Governing Body, parents, local churches, other places of worship, other schools, pre-schools, the Diocese, Local Authority
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development
- Preserves collective worship as the anchor of the school day and a space for spiritual and personal flourishing of all

Section 6 Safeguarding

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children
- Have a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection

Hythe Bay Church of England Primary School are committed to Safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.

Anchored by God, we strive to teach children to be confident, connected, and creative through outstanding teaching and care. We show our love, tolerance, forgiveness, and compassion, not just by talking about them but living them each day of our lives.