

West Denton Primary School (WDPS)

Hillhead Road, West Denton, Newcastle upon Tyne, NE5 1DN

t: 0191 267 4211

e: admin@westdenton.newcastle.sch.uk

w: www.westdenton.newcastle.sch.uk



Post Title:	Head Teacher
Pay scale:	Leadership Group range L18-21a
Responsible to:	CEO and the Board of Trustees
Responsible for:	Providing strategic leadership, vision and direction for the development of the school. Organising and managing the school and staff team to deliver the highest possible standards in learning and teaching.

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Recent experience as a successful Head or Deputy Head Teacher or Senior Manager.
2	A good honours degree or equivalent.
3	Experience of successful senior leadership across a school and across the primary phase age range.
4	A demonstrable record of accomplishment of raising achievement and improving pupil outcomes.
5	Experience of managing health and safety and leading safeguarding in a primary school.
6	Evidence of effective strategic, financial, premises and resource management to achieve educational priorities and value for money.
7	Commitment to promote the aims and values of West Denton School and the ONE (Owl North East) Trust, and the wider school community.

Desirable

8	National Professional Qualification for Headship or other advanced qualification.
9	A record of professional development relevant to headship or leadership.
10	Experience of working in strategic partnership with other agencies or professionals to ensure the best outcomes for children and young people.
11	Knowledge of teaching across the primary age range from Foundation Stage and Key Stage 1 to Key Stage 2.



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Part B: Assessment Stage

Items 1 –11 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Ability to provide clear educational vision and direction.
2	A proven track record of leading and managing change successfully.
3	A proven track record of inspiring, leading, empowering and managing staff effectively.
4	Successful experience of developing constructive relationships with other schools, organisations and stakeholders for the benefit of all.
5	Excellent communication, presentation and interpersonal skills that allow positive interaction with a wide range of people both in writing and orally.
6	Ability to articulate a rationale for the way that the curriculum is organised to promote pupils' academic and personal development and drive up progress across a range of subject areas.
7	Ability to instil a strong sense of accountability in staff by holding them to account for pupil outcomes and their highest achievable standard of professional conduct and practice.
8	Authoritative, calm and level headed, highly organised and flexible, able to manage a wide range of tasks and responsibilities competently.
9	Demonstrates high levels of integrity, empathy and tact.
10	Commitment to safeguarding and promoting the physical and emotional health and wellbeing of young people.
11	Commitment to educational inclusion so all students have the opportunity to be the best they can be.
12	Experience of working in a school in challenging circumstances.
13	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

Desirable

14	Knowledge or experience of academy finance.
15	Experience of delivering training and support for new entrants to the teaching profession.

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The following methods of assessment may be used:

Method		Method	
Interview	Yes	Presentation	Yes
Assembly	Yes	Task	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service.
2	Additional criminal record checks if applicant has lived outside the UK.
3	List 99 and/or POCA List (residential establishments only) check.
4	Medical clearance.
5	Professional registration/QTS check with the National College for Teaching and Leadership.
6	Two references from current and previous employers (or education establishment if applicant is not in employment).