

**Calstock and Stoke Climsland Federation  
Executive Headteacher Person Specification**

Essential criteria for shortlisting	How identified			Desirable	
	FORM	LETTER	INTERVIEW		
<b>Qualifications and experience</b>				<ul style="list-style-type: none"> <li>○ Substantive Headship or evidence of NPQH, NPQH plus or other relevant Headteacher qualification</li> <li>○ experience of leading, supporting and challenging teaching and non- teaching staff</li> <li>○ experience of working in partnership with Governors</li> <li>○ a commitment to the continuous professional development of staff</li> <li>○ successful experience of liaising with external agencies</li> <li>○ evidence of recent and relevant further study, including management training</li> <li>○ commitment to promoting the school in the community</li> <li>○ evidence of establishing a good rapport with parents</li> <li>○ an understanding of the implications of a rural/coastal setting and diverse catchment area</li> <li>○ an understanding of small school headship</li> <li>○ effective operational knowledge of Foundation Stage and Key Stages 1 and 2</li> <li>○ an understanding of the implications of teaching</li> </ul>	Desirable criteria can be identified in the letter of application and/or at interview.
Appropriate initial teaching qualification	✓				
Qualified teacher status in England and Wales	✓				
Recent, relevant successful senior leadership and management experience in school(s) or a similar position within a Local Authority/Academy	✓				
<b>Professional knowledge and skills</b>					
Extensive knowledge and understanding of current educational issues and legislation		✓	✓		
An understanding of and commitment to safeguarding and promoting children's welfare	✓		✓		
<b>Leadership and management</b>					
Evidence of managing change effectively		✓	✓		
Evidence of contributing to the raising of standards through continuous and sustainable school improvement		✓	✓		

				<p>children within mixed age classes</p> <ul style="list-style-type: none"> <li>○ evidence of good teaching practice</li> <li>○ proven ability to lead and manage the curriculum</li> <li>○ commitment to enhancing school provision through extra-curricular activities</li> <li>○ successful experience of managing budgets and/or resources</li> </ul>	
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Experience of monitoring, evaluating and taking action on the effectiveness of teaching and learning		✓	✓		
<b>Philosophy</b>					
Evidence of a commitment to the development of the whole child		✓	✓		
Evidence of an inclusive approach towards the education of all children		✓	✓		
<b>Personal Qualities</b>					
Outstanding communication skills			✓		
Outstanding interpersonal skills			✓		

**Unless you are able to provide clear evidence that you fulfil ALL essential criteria required either in the form or letter you CANNOT be shortlisted for interview**