

Person specification

All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge and understanding and knowledge of safeguarding meet the requirements of the person specification.

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status. • Evidence of recent and relevant leadership development, such as NPQH or equivalent senior leadership training.
Experience	<ul style="list-style-type: none"> • Evidence of at least three years' successful senior leadership and management experience in a primary school, including contribution to school self-evaluation and whole-school improvement priorities. • Proven track record of leading whole-school strategic planning that improves pupil outcomes and addresses underperformance. • Successful teaching experience in a primary school, with evidence of consistently effective classroom practice. • Evidence of leading effective behaviour management approaches that support positive learning behaviours and strong pupil engagement. • Evidence of successful line management, staff development and continuing professional development that improve practice and performance, while being mindful of staff wellbeing.
Skills and knowledge	<ul style="list-style-type: none"> • Understanding of national policy, curriculum and assessment developments, the statutory and legal framework within which schools operate, and the Ofsted inspection framework. • Ability to analyse data effectively, monitor attainment and progress, set ambitious targets and identify priorities for improvement. • Understanding of evidence-informed, high-quality teaching and the ability to model, coach and support others to improve classroom practice. • Understanding of school finance, resource management and the effective deployment of staffing and budgets to support school priorities. • Excellent communication and interpersonal skills, with the ability to build effective working relationships with pupils, staff, parents, governors and external partners. • Ability to formulate, communicate and deliver an ambitious vision that motivates staff, inspires pupils and secures community confidence.
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding, equality of opportunity and inclusive practice, ensuring that personal beliefs are not expressed in ways that exploit the position or undermine pupils' wellbeing. • Experience of safeguarding and promoting the welfare of children, including acting promptly and appropriately on concerns. • Experience of effective multi-agency working to support vulnerable children and families, improve attendance and remove barriers to learning.
Personal qualities	<ul style="list-style-type: none"> • Commitment to maintaining confidentiality at all times • Commitment to uphold the 7 principles of public life (the Nolan principles) • Passion for teaching and learning, with a commitment to reflective practice and continuous improvement. • Commitment to securing the best outcomes for all pupils and actively promoting the ethos and values of the school. • Ability to work under pressure, organise and prioritise effectively, and remain resilient and adaptable. • Decisive, consistent and solution-focused, with the confidence to make difficult decisions when required. • Ability to build trust, lead by example and maintain positive relationships across the school community.