**Person Specification**

The Head Teacher of Five Elms Primary School will need the specific knowledge, skills, attributes, aptitudes, experience, training and qualifications to carry out the main functions of the role, as set out in the job description.

AF (application form) I (interview) P (presentation) T (task)

In particular the Headteacher will demonstrate the following:

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| **Attributes** | **Essential /Desirable** | **Method of Assessment** |
| **Education Qualifications** | Qualified Teacher Status **(E)** Successfully completed or part way through NPQH **(E)** | **AF** |
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| **Knowledge, Experience & Skills** | Experience in EYFS and at least one other key stage in the Primary range **(E)** | **AF** |
|  | Financial awareness and the ability to understand, plan and manage a budget in the context offinancial benchmarking and best value principles **(E)** | **AF/I** |
|  | Experience of transformational change **(D)** | **AF/I** |
|  | Experience of working in a school with a multi-ethnic, multi-faith community and with diverse socio-economic/disadvantaged and advantaged families **(D)** | **AF/I** |
|  | Detailed knowledge of safeguarding practices and policy implementation **(E)** | **I/T** |
|  | Evidence of inspirational and collaborative leadership, strategic planning, effective schoolimprovement and target setting **(E)** | **I/P** |
|  | Up-to-date knowledge of SEND and inclusion provision **(E)** | **I** |
|  | Experience of working in collaboration with other schools, fellow professionals and external organisations to improve outcomes for all children **(D)** | **AF/I** |
|  | Experience of coaching, guiding and mentoring individuals and teams **(E)** | **AF/I** |
|  | Demonstrable experience of leading, developing and managing staff **(E)** | **I** |
|  | Demonstrates sound judgement by consistently assessing and balancing risks and opportunities in decision-making processes **(E)** | **I** |
|  | Demonstrable experience of the school self-evaluation and performance management processes and their impact on raising standards **(E)** | **I** |
|  | Demonstrable Written and Oral communication skills **(E)** | **I/P** |
|  | Evidence of working with parents and the community **(E)** | **I** |
|  | Demonstrable effective interpersonal skills **(E)** | **I** |
|  | Demonstrable leadership experience as Headteacher/Deputy Headteacher **(E)** | **AF/I** |
|  | Demonstrable experience of working effectively with a governing body and enabling Governors tofulfil their roles and meet their responsibilities **(D)** | **I** |
| **Personal qualities/behaviours** | Has the vision, ambition and ability to think and work strategically **(E)** | **AF/I** |
|  | A commitment to inclusion, achievement for all and have a heartfelt commitment to equality **(E)** | **I** |
|  | Sets high expectations and demonstrates a passionate commitment to teaching and learning, aspiringfor excellent educational outcomes **(E)** | **I** |
|  | Exhibits emotional resilience by maintaining composure in challenging situations and effectivelymanaging change, ambiguity, and setbacks **(E)** | **I** |
|  | Displays the ability to perform efficiently and effectively under pressure, as evidenced by consistent and successful outcomes during demanding situations **(E)** | **I** |
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