

## Headteacher - Person Specification

Essential	Desirable
<p><b>1. Qualifications &amp; Experience</b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Evidence of ongoing professional CPD or academic qualifications.</li> <li>• Clearance of an Enhanced DBS check prior to appointment</li> <li>• Minimum level 1 safeguarding children</li> <li>• Senior leadership of an educational organisation</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH or relevant senior leadership qualifications</li> <li>• Higher level safeguarding training and experience. Designated safeguarding leadership, Designated teacher for looked after children.</li> <li>• Action research</li> <li>• External professional accreditation for specialisms or school improvement outside of your own school or organisation.</li> </ul>
<p><b>2. Knowledge and understanding with evidence of experience in primary education</b></p> <ul style="list-style-type: none"> <li>• Inclusion, relational practice and curriculum and pedagogy with a proven track record of success leading these areas.</li> <li>• Senior leadership of a subject / department / school that has resulted in successful school improvement.</li> <li>• Leading the professional development of staff in a variety of roles and stages of career progression or performance needs.</li> <li>• Performance information analysis and the target setting process</li> <li>• The role of the local community governance and the multi academy Trust.</li> <li>• Current national policy, inspection findings and statutory requirements.</li> <li>• Relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> <li>• Financial and human resources management and appropriate procedures.</li> <li>• Strategies for strengthening a school's links with the wider community including parents and carers</li> <li>• Strategy for promoting wellbeing and mental health for children, families and staff ( including workload).</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching or leading in contrasting schools or working in other relevant educational organisations.</li> </ul>

## Headteacher - Person Specification

<p><b>3. Skills and abilities</b></p> <ul style="list-style-type: none"> <li>• Utmost priority to the protection and safeguarding of children and young people</li> <li>• An exemplary role model for all areas of school life and improvement.</li> <li>• Effective communicator of the school’s values and vision to all stakeholders.</li> <li>• Evidence of collaborative leadership skills with strategies to engage, enable and empower individual/team development to support and challenge staff with new and on-going school improvement.</li> <li>• Have a high-expectations with a proven ability to motivate, inspire and encourage children and staff to thrive in a continuous learning and improvement culture – embody “success breeds success”.</li> <li>• Model and promote inclusive, relational values and approaches through every area of school life.</li> <li>• Excellent interpersonal and communication skills including verbal, written and electronic with a wide range of audiences and purpose.</li> <li>• Rigorous analytical and numeracy skills working with statistical information and school finances.</li> <li>• Excellent personal time management, efficient school practices and appropriate delegation of duties where appropriate.</li> </ul>	
<p><b>4. Equal opportunities &amp; Safeguarding</b></p> <ul style="list-style-type: none"> <li>• Thorough understanding and experience of ensuring a duty of care and demonstration of a commitment to all safeguarding policies and the role of designated safeguarding lead .</li> <li>• Knowledge and awareness of school, trust, local and national policies : child protection, PREVENT, whistle blowing, code of conduct, relational practices, anti-bullying, Equal opportunities, Racial Equality and harassment.</li> </ul>	

## Headteacher - Person Specification

### 5. Other personal qualities :

- Inspirational, positive personality, with an aura of calmness!
- Personal enthusiasm and creativity, alongside the ability to pay attention to detail when necessary.
- Reflective, growth mindset to self and school improvement, challenge and change.
- Commitment and contribution to driving the aims of the school and the Multi Academy Trust to continually improve.
- Demonstrate personal and professional integrity, including modelling values and vision
- A sense of humour (and other headteacher super powers).

Demonstration or evidence of the points will be assessed from your application, interview, interview tasks and two references from your current and previous employers.

References must be received before interview and appointment.