

Skills and Experience:

Person specification

Criteria	Essential	Desirable
Qualifications and Training		
Qualified teacher status	✓	
Degree	✓	
Relevant postgraduate qualification		✓
Senior Leadership Development (e.g. National professional qualification for headship (NPQH))		✓
Up to date safeguarding training (e.g. DSL and safer recruitment training)		✓
Experience	Essential	Desirable
Successful leadership and management experience in at least one school	✓	
Teaching experience in a range of contexts across the primary range	✓	
Leadership of whole school improvement including self-evaluation and strategic planning based on a thorough analysis of what is working well and identification of complex barriers		✓
Demonstrable experience of successful management of staff and staff development		✓

Professional Knowledge	Essential	Desirable
Previous experience of being a Designated Safeguarding Lead or refined knowledge of the role and responsibilities. Up to date knowledge of Keeping Children Safe in Education and ability to develop a whole school culture around safeguarding	✓	
Understanding of evidence informed curriculum design that meets the needs of all learners and the ability to lead this with and through others across the whole school	✓	
Understanding of evidence informed approaches to reading in order that all children have the skills they need to access all aspects of learning	✓	
Knowledge of effective governance and a willingness to engage constructively in accountability processes	✓	
Knowledge of effective strategies that successfully manage behaviour and promote positive learning behaviours	✓	
Knowledge of how to work effectively in partnership with parents, carers and professionals to meet the needs of all pupils including those with SEND	✓	
Knowledge of statutory duties and regulatory frameworks and a determination to ensure that this knowledge is kept up to date		✓

Professional Skills	Essential	Desirable
Ability to communicate a vision and inspire others	✓	
Ability to plan strategically and evaluate accurately	✓	
Effective communication and interpersonal skills	✓	
Understanding of high-quality teaching and assessment based on evidence, and the ability to model this for others and support others to improve	✓	
Data analysis skills, and the ability to use data to set targets and identify areas for development	✓	
Understanding of school finances and financial management		✓
Personal Qualities	Essential	Desirable
A commitment to getting ambitious outcomes for all pupils and promoting the ethos and values of the school	✓	
Ability to nurture positive working relationships	✓	
Commitment to inclusion being the core of our school values	✓	
Ability to work under pressure and prioritise effectively	✓	
Commitment to always maintaining confidentiality	✓	
Commitment to safeguarding	✓	
Commitment to equality, ensuring that personal beliefs are not expressed in ways that exploit the position	✓	
Commitment to working in partnership with parents, carers, the community, the local authority, and other partners	✓	

What we Offer: