Bassenthwaite School and Ducklings Nursery

Headteacher - Person Specification

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| **Selection criteria** | **Essential** | **Desirable** | **Where evidence**  **will be found** |
| ***1. Professional Qualifications*** | 1. Qualified Teacher Status 2. Evidence of some leadership development and the willingness to undertake a leadership qualification within two years of appointment (such as a National Professional Qualification for Headship - NPQH) 3. Up to date safeguarding training (e.g., Designated Safeguarding Lead and Safer Recruitment training) | * Forest School qualification, Mountain Leadership qualification, or similar | Application Form  Interview |
| ***2. Experience***  ***Recent and successful experience of:*** | 1. Leadership and management in a primary school 2. Teaching at a primary school (for a minimum of 5 years) across more than one Key Stage 3. 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 4. The impact of the current OFSTED framework on curriculum delivery 5. Having a significant positive impact on standards and pupil progress 6. Demonstrable experience of successful management of staff and staff development | * Working with other agencies for the well-being of all pupils and their families * Managing a delegated budget * Working in more than one school | Application Form  Interview  References |
| ***3. Knowledge***  ***Understanding of:*** | 1. Knowledge of effective governance and a willingness to engage constructively in accountability processes 2. Strategies for raising standards of achievement for all groups of pupils, including those with SEND and disadvantage 3. Principles of school self-evaluation and developing effective teaching practice 4. Strategies to develop partnership with parents and enhance community links 5. The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and parents | * The legislative framework for the school’s work, including governance as part of an Academy Trust * Personnel issues, HR, site management and strategic financial planning * Strategies to develop collaborative work * Current educational developments and their implications for leading schools * Effective practice in EYFS provision * The mental health needs of children and the development of suitable coping strategies | Application Form  Interview  References |

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| **Selection criteria** | **Essential** | **Desirable** | **Where evidence**  **will be found** |
| ***4. Professional Skills***  ***Ability to:*** | 1. Communicate a vision and inspire others, promote and develop the distinctive character, ethos and reputation of the school 2. Monitor and evaluate the performance of people and policies 3. Demonstrate a commitment to, and leadership in, safeguarding and the welfare of children 4. Maintain positive relationships with the Governing Body, parents, external agencies, the LA, other schools | * Demonstrate exemplary teaching practice * Foster links with other schools; locally, nationally and internationally * Use relevant experience of personnel issues and performance management in the life of the school * Understand school finances and financial management | Application Form  Interview  References |
| ***5. Personal attributes*** | 1. Creative thinking and a vision for the future 2. The ability to relate to and communicate constructively with a variety of stakeholders and to build a team 3. Leadership with strength to affirm, challenge and manage performance 4. Commitment to maintaining confidentiality at all times | * Commitment to best practice in education * Passion and ability to expand cultural horizons | Application Form  Interview  References |

*Please note:*

* *In addition to your ability to perform the duties of the post, selection will consider your personal suitability for the role. This will include your:*
* *motivation and suitability to work with children;*
* *attitude towards the use of authority and control;*
* *integrity and ability to form and maintain appropriate professional relationships with children;*
* *emotional resilience when working with challenging behaviours and situations.*
* ***Bassenthwaite School is committed to safeguarding and promoting the welfare and well-being of its pupils, engages with young people and staff in policy and practice developments, proactively encourages feedback and expects all staff and volunteers to share this commitment.***
* *This post is subject to an Enhanced DBS disclosure for Regulated Activity and will require the completion of a criminal history/suitability self-disclosure form prior to interview. Satisfactory references, pre-employment ID and medical checks will also be required before any offer is finalised. In addition, if appointed, a completed Childcare Disqualification declaration will also be required.*
* ***Bassenthwaite School is an equal opportunities employer.***