

Headteacher

Person Specification

Evidence assessed from A= Application, D= Documentation, I = Interview

	Essential	Desirable
Qualifications and Training.	<p>Qualified to degree level</p> <p>Qualified teacher status</p> <p>A commitment to further Professional Development</p> <p>(A,D)</p>	<p>Further Professional Qualifications e.g NPQH, MEd, SLE.</p> <p>Experience of teaching across all key stages.</p> <p>(A,D)</p>
Experience in Leadership	<p>At least three years' experience of proven, successful Senior Leadership and management experience in a Primary School.</p> <p>Experience in school self-evaluation including data to bring about effective change and improve outcomes.</p> <p>Experience of raising standards in teaching, learning and pupil outcomes.</p> <p>Experience of effective coaching to secure improvements.</p> <p>A commitment to valuing, supporting and encouraging the professional development of all staff.</p> <p>Establishing and sustaining high expectations of pupil behaviour.</p> <p>Experience of serving a school in a disadvantaged community.</p> <p>Experience of the SEND Code of Practice; Continue to foster and promote the inclusive ethos of the school and implement equal opportunities for all.</p> <p>(A, D, I)</p>	<p>Experience of working with Governors.</p> <p>(A,I)</p>
Knowledge and understanding	<p>A clear understanding of quality first teaching.</p> <p>Knowledge and understanding of whole school accountability systems in order to maximise the outcomes for children.</p> <p>Knowledge and understanding of effective</p>	<p>Knowledge and understanding of Health and Safety requirements in schools.</p> <p>Knowledge and understanding of the 'Thrive Approach'</p> <p>Knowledge and understanding of Nurture</p>

	<p>curriculum design to promote breadth, fun and enjoyment of learning.</p> <p>Knowledge of researched based evidence that brings about effective change.</p> <p>Knowledge and understanding of reliable and proportionate approaches for assessing pupils' learning.</p> <p>Knowledge and understanding of performance management processes and managing effective professional development.</p> <p>Know how to implement, manage and evaluate change in a collaborative way.</p> <p>Understand how to empower all pupils and staff to excel.</p> <p>Understand and keep abreast of national and local priorities.</p> <p>Strong financial planning and management skills with experience of making effective use of resources including the Pupil Premium.</p> <p>A clear understanding of and commitment to promoting and safeguarding the welfare of pupils.</p> <p>A clear understanding and commitment to promoting the welfare of the staff.</p> <p>Know how to build a strong, positive and collaborative team culture that enables all staff to carry out their roles to a high standard.</p> <p>Effective use of ICT to support teaching and learning.</p> <p>Demonstrate and understanding of, and lead the school's role in a self-improving school system.</p> <p>Knowledge and understanding of how children learn best in different phases of the school including Early Years.</p> <p>Knowledge and understanding of supporting EAL learners.</p> <p>(A,I)</p>	<p>principles and Nurture Groups.</p> <p>Knowledge and understanding of Early Excellence principles into practice.</p> <p>Knowledge and understanding of HR policies and procedures.</p> <p>(A, I)</p>
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Qualities	<p>Demonstrate an adaptable, flexible strategic leadership style that is characterised by integrity, respect, resilience and clarity that is motivational to others.</p> <p>Holding and articulating clear vision, values and moral purpose, demonstrating optimistic behaviour and positive relationships and attitudes.</p> <p>A commitment to building positive relationships with all stakeholders; a willingness to listen, be open-minded tolerant and patient.</p> <p>Excellent communication skills and proven ability to listen to, understand and work effectively with children, parents/carers, staff and Governors.</p> <p>The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.</p> <p>Prioritise, plan and organise their own work effectively and be mindful of workload of other staff.</p> <p>Demonstrate flexibility and an ability to adapt to changing circumstances and new ideas.</p> <p>Values the experience and individual talents of the wider school team and the contribution that each can make.</p> <p>Have a sense of humour and be willing to learn from mistakes.</p> <p>(A,I)</p>	
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