



## Branton Community Primary School and Breamish Valley Community Nursery

### Headteacher

### Person Specification

The essential requirements that are necessary to do this job are listed below. In your application, you should state clearly how your knowledge, Skills and Experience meet these requirements, as the Panel will reach a decision on whether or not to short-list you based on the information you provide.

Factor	Essential	Desirable	Assessment means
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Degree and recognised teaching qualification</li> <li>Recent proven experience of senior leadership in primary education</li> </ul>	<ul style="list-style-type: none"> <li>Current Headteacher, Deputy Headteacher, Assistant Head Teacher or equivalent role</li> <li>Evidence of appropriate Continuous Professional Development</li> <li>NPQH qualification</li> <li>SENDCo qualification</li> <li>DSL/Deputy DSL training</li> </ul>	Application process Interview
<b>Shaping the Future</b>			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	Can demonstrate experience of: <ul style="list-style-type: none"> <li>Developing and implementing strategic plans</li> <li>The setting and achieving of challenging goals and targets</li> <li>Building, communicating and implementing a shared vision for further development</li> <li>Managing the inclusion agenda on a whole school basis, including SEND and disadvantaged pupils</li> <li>Safeguarding policy and procedure</li> </ul>	Knows about and/or has experience of: <ul style="list-style-type: none"> <li>Local, national and global trends and their translation to the individual school setting</li> <li>The current educational landscape and the potential move towards academisation of schools</li> </ul>	Application Process Interview

Leading teaching and learning			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	Can demonstrate <ul style="list-style-type: none"> <li>Outstanding teaching across the primary age range</li> <li>Use of strategies for raising achievement and achieving excellence</li> <li>Secure knowledge of the principles of outstanding teaching and assessment for learning</li> <li>Experience of curriculum design and management, including within mixed age classes across a range of age groups.</li> <li>Monitoring and evaluating performance to inform school self-evaluation</li> <li>Using data and benchmarks to secure improvements in every child's learning</li> <li>Experience of successfully leading whole school change</li> <li>Experience of Designated Safeguarding responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a small rural setting.</li> <li>Experience of teaching mixed age classes</li> <li>Knowledge or experience of forest schools and learning outdoors and its place within the curriculum</li> </ul>	Application process Interview
Developing Self and Working with Others			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	Knows about and has experience of: <ul style="list-style-type: none"> <li>The relationship between managing performance, CPD and sustained school improvement</li> <li>Holding teams to account</li> <li>Building self-developing teams</li> </ul>		Application process Interview
Managing the School			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	Knows about or has experience of: <ul style="list-style-type: none"> <li>Performance management, Ofsted inspections and school self-evaluation</li> <li>Principles and strategies of school improvement</li> </ul>		Application process Interview

	<ul style="list-style-type: none"> <li>Strategic financial planning, budgetary management and principles of best value for money</li> </ul>		
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Securing Accountability			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Knows about or has experience of:</p> <ul style="list-style-type: none"> <li>The use of a range of evidence including performance data, to support, monitor and improve aspects of school life, including challenging under performance</li> <li>The principles and practice of quality assurance systems, including school review, self-evaluation and performance management</li> <li>Reporting to the Governing Body and other stakeholders, including the Local Authority</li> </ul>		Application process Interview
Strengthening Community			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Knows about and has experience of:</p> <ul style="list-style-type: none"> <li>Effective team working within school, the local community and with external partners</li> <li>Strategies which encourage parents and carers to support their children's learning</li> <li>Working effectively and appropriately with the Governing Body to enable it to meet its responsibilities</li> </ul>	<p>Knows about and has experience of:</p> <ul style="list-style-type: none"> <li>Current issues and future trends that impact on a rural school community</li> </ul>	Application form Interview
Factor	Essential	Desirable	Assessment means
Professional Qualities	<p>Is able to:</p> <ul style="list-style-type: none"> <li>Demonstrate ability to balance teaching commitment and leadership responsibilities</li> <li>Think strategically, make decisions and communicate effectively</li> <li>Inspire, motivate and challenge the whole school community</li> <li>Use coaching skills to support staff appropriately</li> </ul>		Application form Interview

	<ul style="list-style-type: none"><li>• Demonstrate personal enthusiasm for and commitment to the learning process</li><li>• Prioritise, plan and organise themselves and others</li><li>• Think creatively to anticipate and solve problems</li><li>• Experience of engaging in a dialogue which builds partnerships and community consensus</li></ul>		
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