

## Head Teacher Person Specification

	CRITERIA	Essential / Desirable	Shortlist criteria
<b>A</b>	<b>Qualifications and Training</b>		
1	Honours degree (2/2 or higher)	Essential	✓
2	Qualified teacher status	Essential	✓
3	Evidence of recent and relevant continuing professional development, including leadership development	Essential	✓
4	Recent and relevant safeguarding training	Essential	✓
5	NPQH	Desirable	
6	Post graduate level qualification or recognised alternative	Desirable	
<b>B</b>	<b>Relevant experience, knowledge and understanding</b>		
7	Recent experience as a successful senior leader in the relevant phase	Essential	✓
8	Proven experience of securing excellent teaching through an analytical understanding of how pupils learn and the core features of successful classroom practice	Essential	✓
9	In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues	Essential	✓
10	Proven experience of curriculum design, alongside an understanding of current issues relating to this	Essential	✓
11	Proven track record in raising pupil attainment and progress across the whole school	Essential	✓
12	Proven experience of strategic financial planning to ensure the equitable deployment of budgets and resources, in the best interests pupil achievements and the school's sustainability	Essential	✓
13	Proven experience of leading effective school improvement, including the review/analysis of key indicators such as pupil outcomes data, planning and implementing sustained change at whole school level	Essential	✓
14	Proven experience of positive behaviour management, developing a pupil focussed, inclusive and effective learning environment so that behaviour and attendance are excellent	Essential	✓
15	Evidence of setting ambitious standards for all pupils, overcoming disadvantage and advancing equality and inclusion	Essential	✓
16	Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and empowering others	Essential	✓

## Head Teacher person specification continued...

	CRITERIA	Essential / Desirable	Shortlist criteria
17	Evidence of creating an ethos within which all staff are motivated and supported to develop their own skills and knowledge	Essential	✓
18	Demonstrable understanding of and commitment to, addressing workload issues for staff in order to promote recruitment, retention and wellbeing	Essential	✓
19	Commitment to strong Governance and to working collaboratively with the Governing Body enabling them to deliver their functions effectively	Essential	✓
20	Ability to communicate the school's ethos, vision and priorities to all stakeholders	Essential	✓
21	A commitment to developing an outward facing approach, working with other schools, agencies and organisations, in order to share best practice and secure excellent outcomes for all pupils	Essential	✓
22	Experience of managing HR issues, including staff appointments, capability and discipline	Desirable	
<b>C</b>	<b>Professional skills and personal qualities</b>		
23	Be a visible, high profile, positive role model with an optimistic professional approach that inspires excellence, and the confidence, trust and respect of the school and wider community	Essential	✓
24	Effective interpersonal and communication skills appropriate to audience	Essential	✓
25	Work well in challenging situations and be able to prioritise work to meet deadlines	Essential	✓
26	Proven ability to think creatively to anticipate and identify problems/needs and construct solutions	Essential	✓
27	A healthy regard for a work - life balance	Essential	✓