



Cambo First School

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 shortlist you based on the information you provide.

Factor	Essential	Desirable	Assessment means
Qualifications and Training	<ul style="list-style-type: none"> Degree and recognised teaching qualification Recent proven experience of senior leadership in primary education. DSL/Deputy DSL training 	Evidence of appropriate professional learning. For example: <ul style="list-style-type: none"> NPQH qualification SENDCo qualification 	Application
Shaping the Future			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	Can demonstrate experience of: <ul style="list-style-type: none"> Developing and implementing strategic plans The ability to motivate and mobilise the whole school in the achieving of challenging goals and targets Building, communicating and implementing a shared vision for further development Ensuring the promotion of an inclusive environment, including SEND and disadvantaged pupils Safeguarding policy and procedures 	Knows about and/or has experience of: <ul style="list-style-type: none"> Local, national and global trends and their translation to the individual school setting The current educational landscape and how forthcoming changes may impact small and rural primary settings 	Application process Interview tasks Formal interview process

Leading teaching and learning			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Can demonstrate:</p> <ul style="list-style-type: none"> • Highly effective teaching across the primary age ranges • Use of strategies for raising achievement and achieving excellence • Secure knowledge of the principles of highly effective teaching and assessment for learning • Experience of curriculum design and management, including within mixed age classes across a range of age groups. • Monitoring and evaluating performance to inform school self-evaluation • The use of data and benchmarks to secure improvements in every child's learning • Experience of successfully leading whole school development and impact. • Experience of designated safeguarding responsibilities 	<p>Knows about and/or has experience of:</p> <ul style="list-style-type: none"> • Working in a small rural setting. • Teaching mixed age classes. • Forest school and learning in the outdoors and its place within the curriculum. 	<p>Application process Interview tasks Formal interview process</p>
Developing Self and Working with Others			
Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Can provide evidence and demonstrate impact of actions to:</p> <ul style="list-style-type: none"> • Establish relationships between managing performance, CPD and sustained school improvement. • Hold the whole school team to account. • Build a self-developing team. • Develop strong working relationships with the wider local community. 		<p>Application process Interview tasks Formal interview process</p>

Managing the School

Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Knows about and can demonstrate experience of:</p> <ul style="list-style-type: none"> • Performance management, Ofsted inspections and school self-evaluation • Principles and strategies of school improvement • Awareness of strategic financial planning, budgetary management and principles of best value for money 	<p>Knows about and/or has experience of:</p> <ul style="list-style-type: none"> • Procurement and development of premises • Ability to source funding opportunities to support the work of the school 	<p>Application process Interview tasks Formal interview process</p>

Securing Accountability

Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Can provide evidence and demonstrate impact of actions using:</p> <ul style="list-style-type: none"> • a range of evidence including performance data, to support, monitor and improve aspects of school life, including challenging under performance • the principles and practice of quality assurance systems, including school review, self-evaluation and performance management • accountability measures to the Governing Body and other stakeholders, including the Local Authority 		<p>Application process Interview tasks Formal interview process</p>

Strengthening Community

Factor	Essential	Desirable	Assessment means
Knowledge, skills and experience	<p>Can provide evidence and demonstrate impact of actions to support:</p> <ul style="list-style-type: none"> • Effective team working within school, the local community and with external partners 	<p>Knows about and/or has experience of:</p> <ul style="list-style-type: none"> • Current issues and future trends that could impact a rural school community. 	<p>Application process Interview tasks Formal interview process</p>

	<ul style="list-style-type: none"> • Strategies which encourage parents and carers to support their children’s learning by fully engaging in school life • Effective and appropriate work with the Governing Body to enable it to meet its responsibilities 		
Factor	Essential	Desirable	Assessment means
Professional Qualities	<p>Is able to:</p> <ul style="list-style-type: none"> • Demonstrate ability to balance teaching commitment and leadership responsibilities • Think strategically, make decisions and communicate effectively • Inspire, motivate and challenge the whole school community • Demonstrate emotional resilience • Appropriately develop the reflection skills of staff • Demonstrate personal enthusiasm for and commitment to the learning process • Prioritise, plan and organise themselves and others • Think creatively to anticipate and solve problems • Engage in a dialogue which builds partnerships and community consensus • Building impactful support networks 		<p>Application process Interview tasks Formal interview process</p>