

Person Specification – Head Teacher

Attributes	Essential	Desirable	How Identified?
Knowledge/ Qualifications and Experience	<ul style="list-style-type: none"> • Graduate with Qualified Teacher Status • Successful leadership (Head Teacher, Acting Head Teacher or Head of School with demonstrable impact) in primary education • Up to date in current educational issues; knowledge of national policy, pedagogy, classroom management strategies, inspection findings and statutory requirements • Proven experience of developing good working relationships with all stakeholders (community, parents, carers and governors) • Evidence of collaborative leadership skills • Experience in the analysis of performance data for the purposes of target setting and evaluation • Recent knowledge of OFSTED and external moderation process for KS2 • Knowledge and understanding of and commitment to safeguarding and promoting children’s welfare • Experience of monitoring and improving the quality of teaching and learning across the full curriculum offer • Strong knowledge and experience of SEND provision across the curriculum • Knowledge of statutory requirements and relevant legislation relating to school leadership and management including health and safety and safeguarding 	<ul style="list-style-type: none"> • NPQH or equivalent further relevant professional studies e.g. MA, Med • Evidence of excellent teaching across the primary age-range • Experience of leading across more than one school and working with pre-schools • Experience of working in partnership with Governors • Successful experience of liaising with external agencies • Evidence of promoting the school in the community • An understanding of the implications of a rural setting • Experience of working with wider professional bodies 	<ul style="list-style-type: none"> • Application Form • Interview • References

	<ul style="list-style-type: none"> • Recent experience of leading a core subject with demonstrable impact 		
Skills and Abilities	<ul style="list-style-type: none"> • Proven ability to develop, communicate and successfully implement strategies to support learner achievement • Ability to generate and deliver collective vision and shared purpose • Ability to create, build and retain effective staffing structures • An understanding of and competent use of IT to aid and promote the quality of teaching and learning • Excellent organisational skills • Well-developed interpersonal and communication skills • Evidence of excellent teaching practice across the curriculum • Proven ability to monitor and evaluate the work of others; to offer support and intervene where necessary • Ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance and raise standards • Ability to lead an organisation successfully through a period of change in line with the Trust vision and expectations • Able to provide sustainable leadership within the context of the school and wider community 		<ul style="list-style-type: none"> • Application Form • Interview • References

<p>Work-Related Personal Qualities / Philosophy</p>	<ul style="list-style-type: none"> • Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards • Demonstrate personal and professional integrity, modelling inclusive values and vision • Commitment to support the vision and aims of the Trust and its leadership • Commitment to long term improvement of all Trust schools • Evidence of a commitment to the development of the whole child • Ability to promote effective well-being both for themselves and all staff 		<ul style="list-style-type: none"> • Application Form • Interview • Personal Statement
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