



PERSON SPECIFICATION

Headteacher – Cowling Community Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Evidence of gaining or working towards NPQH or CEPQH qualification		x
Evidence of continuous professional development including recent leadership training	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the Primary age range including an understanding of EYFS	x	
Up to date knowledge and understanding of the National Curriculum, EYFS and experience of curriculum design at primary level	x	
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community context	x	
Outward looking and collaborative	x	
Ability to challenge in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes	x	
Involvement in school self-evaluation and development planning	x	
Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils	x	
Demonstrate experience of senior leadership ideally at a Deputy Head or Assistant Headteacher level	x	
Up to date knowledge and understanding of Ofsted expectations and its application.	x	
Experience of working to ensure support for children with a range of SEND needs	x	
Taken a school through a successful Ofsted inspection in a leadership role		x
Understanding of legal requirements in relation to staff recruitment, retention, deployment and development	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies

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Key Competencies	Essential on appointment	Desirable on appointment
Passionate commitment to education	x	

Strategic thinking	x	
Setting and achieving challenging goals	x	
Skillful communication according to audience	x	
Respect for others	x	
Building effective teams	x	
SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure		Essential on appointment
Demonstrate a commitment to safeguarding and the welfare of children and young people		x
Ability to form and maintain appropriate relationships and personal boundaries		x
Emotional resilience in working with challenging behaviours		x
Appropriate use of authority and discipline		x