## **Person Specification**

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| **Attributes** | **Essential** | **Desirable** |
| **Application** | * In addition to a fully completed application form, that should focus on evidencing how you meet each of the selection criteria, applicants should submit a well-structured supporting letter outlining the impact their leadership has had on outcomes for pupils. **(No more than 1000 words)** |  |
| **Qualifications** | * Qualified Teacher status * National Professional Qualification for Headship or working towards this * Existing Headteacher **OR** Head of School **OR** recently served as a substantive/acting Headteacher | * Evidence of further study - this could be ongoing and/or Further Professional Qualifications |
| **Experience** | * Successful substantive experience at Senior Management level within a primary school * Experience of successful and cooperative working as a member of a team * Experience of the successful leadership of change * Experience of improving teaching and learning * Experience of leading safeguarding procedures in a school and as a Designated Safeguarding Lead * Teaching experience in more than one Key Stage | * A range of leadership, management and teaching experience in more than one setting |
| **Professional Development** | * Have wide current knowledge and understanding of the pressures on education and school systems locally and nationally * Research and development covering leadership, curriculum and management issues that have resulted in successful change and effective practice * Significant contribution and evidence of impact to the professional development of other colleagues in school | * Experience of planning and managing professional development |
| **Skills and Knowledge** | * Ability to communicate effectively in a variety of situations * Ability to account to stakeholders and hold others to account * Proven leadership skills * Ability to lead by example drawing on their own and others expertise, skills and knowledge * Ability to lead, manage and organise an innovative curriculum that reflects the diversity of the school community * Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives * Ability to initiate and lead change by inspiring and influencing others * Evidence of being able to build and sustain effective relationships with children, staff, Governors, parents and the wider community * Detailed knowledge of the structure and content of the current primary curriculum and Early Years curriculum * Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework * Understanding of the Headteachers’ Standards 2020 * Financial astuteness and an understanding of the financial demands on schools | * Knowledge and understanding of administration and budget management processes |
| **Personal Qualities** | * A clear vision and understanding of the needs of all pupils so that they can be the best they can * A passion for promoting high quality care guidance and support for pupils and parents * Commitment to promoting and protecting the wellbeing of staff * Commitment to working with other schools and organisations in order to secure excellent achievement and progress for all pupils |  |

Any relevant issues arising from references will be taken up at interview.

The School and Governing Board is committed to safeguarding and promoting the welfare of children and young people and requires all employees and volunteers to share this commitment.