



Driffield Junior School Headteacher Specification

	Essential	Desirable	Application	Interview or task	Reference
Qualifications and Training					
Degree level qualification	X		X		
Qualified Teacher Status	X		X		
Evidence of further leadership qualifications e.g. NPQs		X	X		
Experience and Skills					
Current, successful strategic leadership experience within a primary or junior aged setting	X		X	X	
A successful track record of leading and managing change to deliver strategies to improve measurable outcomes	X			X	X
Experience of promoting effective working relationships with all stakeholders and partner agencies	X		X		X
Demonstrated ability to inspire and effectively lead colleagues in professional development		X	X		X
Experience of actively promoting staff well-being and managing own workload			X	X	
Excellent communication and organisational skills	X			X	
School Leadership, Management and Development					
Commitment to an enriching, ambitious and creative curriculum, relevant to the needs and interests of all pupils	X		X		
Strong curricular leadership, with a knowledge of how to develop subject leaders with high levels of expertise	X		X	X	
Demonstrate a commitment to inclusion and equal opportunities for all pupils in the school, in order to achieve the highest personal achievement of every child	X		X	X	
Experience of using assessment, monitoring, and evaluation appropriately to improve pupil outcomes	X		X	X	
Experience of working with staff and governors to create evidence informed plans, policies and procedures that help to raise standards across school.		X	X	X	
Evidence of leading on focused improvement strategies which have led to sustained improvement over time.	X		X	X	

	Essential	Desirable	Application	Interview or task	Reference
Proven ability to listen to, understand, inspire and work effectively with the school and wider community	X		X		X
Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities	X		X	X	
The ability to hold difficult conversations and dealing with conflict whilst sustaining positive relationships		X	X	X	X
Governance					
An understanding of the importance of working proactively and professionally with the Governing Body.	X			X	
Able to demonstrate an understanding of school finances, recognising the need to use public funds effectively and efficiently	X		X	X	
Safeguarding					
Experience of safeguarding and promoting the welfare of children and young people and developing a safe and supportive school environment	X		X	X	

This school is committed to safeguarding and promoting the welfare of all children and staff.
The appointment is subject to the receipt of a satisfactory Enhanced DBS disclosure.