



## Appointment of Headteacher

### Person Specification

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Good degree or equivalent</li><li>• Qualified Teacher Status</li><li>• Higher qualification in education and/or NPQH and/or management</li><li>• Safeguarding qualification</li></ul>	<ul style="list-style-type: none"><li>• Evidence of recent and relevant continuing professional development</li><li>• DSL or experience of multiagency working in a safeguarding capacity</li><li>• Level 3 Safeguarding</li></ul>
<b>EXPERIENCE</b> Recent and successful experience of	<ul style="list-style-type: none"><li>• A senior leadership and management role as a Headteacher, interim/acting Headteacher, or deputy/assistant Headteacher in a primary school</li><li>• Class teaching in Key Stage One and EYFS</li><li>• Class teaching at primary school level</li></ul>	<ul style="list-style-type: none"><li>• A senior leadership role in a similar sized primary school</li><li>• A senior leadership role in an outstanding school</li><li>• Management of a nursery</li></ul>
<b>EDUCATIONAL PHILOSOPHY</b> Commitment to:	<ul style="list-style-type: none"><li>• Raising standards of achievement for all pupils</li><li>• Partnership with parents and the wider school community</li><li>• Relevant professional development for all staff</li><li>• Promoting the well-being of all staff and pupils</li><li>• Maintaining work/life balance of self and others</li><li>• Child focused decision making</li></ul>	<ul style="list-style-type: none"><li>• Personnel issues and strategic financial planning</li><li>• Recent employment legislation</li><li>• My Concern (Child Protection and Online Management Systems)</li><li>• Pupil Premium and SEND inclusion policy</li><li>• The Early Years Foundation Stage</li><li>• IOSH qualification or equivalent</li></ul>
<b>PROFESSIONAL SKILLS</b> Ability to:	<ul style="list-style-type: none"><li>• Demonstrate visionary and dynamic</li><li>• Leadership Work with Governors and the wider community</li><li>• Foster good teamwork Monitor and evaluate the performance of people and policies</li><li>• Use critical analysis of data to inform a school development plan</li><li>• Challenge, influence and motivate staff and pupils to attain high goals and improve performance</li></ul>	<ul style="list-style-type: none"><li>• Delegate effectively</li><li>• Think creatively</li><li>• Solve problems</li><li>• Identify opportunities</li><li>• Learn from mistakes</li><li>• Reflect on decisions</li><li>• Take calculated risks for the benefit of the school</li></ul>

Continued	ESSENTIAL	DESIRABLE
<b>PROFESSIONAL SKILLS</b> Ability to:	<ul style="list-style-type: none"> <li>• Lead by example through the provision of exemplary teaching practice</li> <li>• Promote and market the school</li> <li>• Manage working relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Delegate effectively</li> <li>• Think creatively</li> <li>• Solve problems</li> <li>• Identify opportunities</li> <li>• Learn from mistakes</li> <li>• Reflect on decisions</li> <li>• Take calculated risks for the benefit of the school</li> </ul>
<b>PERSONAL ATTRIBUTES</b> Evidence of:	<ul style="list-style-type: none"> <li>• The capacity to communicate effectively with a variety of audiences and in a variety of styles</li> <li>• The ability to relate constructively to others and to inspire confidence, commitment and respect from others</li> <li>• The ability to prioritise, plan and organise self and others Self-confidence and approachability</li> <li>• Humour, humility and empathy</li> </ul>	