

# Giffards Primary School

Queen Elizabeth Drive Corringham Essex SS17 7TG

Headteacher  
Telephone  
Website

Mrs N Haslam-Davis  
01375 672138  
www.giffardsprimary.thurrock.sch.uk



## 'Valuing Everyone As Learners'

### PERSON SPECIFICATION

#### Appointment of Headteacher

Please write your supporting statement / letter giving evidence of how you meet each of the essential criteria.

		Essential	Desirable
<b>Qualifications and Training</b>			
1	Degree + QTS	AD	
2	Evidence of continuing professional development in preparation for HT post	AD	NPQH Post Grad level qualification
<b>Experience</b>			
1	A record of substantial, successful teaching experience, including teaching more than 1 Key Stage in the primary age range	ARI	AR - Experience in a variety of schools
2	Experience as a successful Headteacher, Head of School, Deputy or Assistant Headteacher	ARI	
3	Experience of effecting change in teaching, learning or curriculum either at phase or whole school level	ARI	
4	Experience of leadership role within a primary school	ARI	
5	Experience of leadership within an Academy and knowledge of Academy regulations	ARI	AI - Commitment to working in collaboration with other standalone academies (IPAG)
<b>Professional Knowledge and Understanding</b>			
1	Understanding the expectations in the Ofsted Framework about what makes an effective school.	AI	I - Understanding of the expectations of the Ofsted Inspection
2	Working knowledge of school curriculum design, planning, evaluation, assessment and accountability	ARI	R - The ability to role model excellent teaching
3	Ability to analyse data, develop strategic plans, set targets and achieve desired outcomes	AI	
4	Thorough knowledge and understanding of current educational issues, developments and policy	AI	
5	Ability to develop policies and procedures that demonstrate the ethos of the school and a commitment to equal opportunities for all	ARI	
6	Understanding and experience of Academy school finance including budget setting and accountability frameworks	ARI	
7	Secure understanding of inclusive practice and SEND requirements	ARI	

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<b>Promoting the Welfare of Children</b>			
1	A good understanding of up to date policy and practice with regard to Safeguarding. Commitment to the safeguarding and well-being of staff and pupils	I	
<b>Professional Skills and Abilities</b>			
1	Evidence of working effectively with the Headteacher, staff, governors and parents	RI	
2	Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, fellow professionals and the media	AI	
3	Ability to produce clear reports, information and advice to staff and governors	RI	Understanding the criteria for Self-evaluation of a school
4	Ability to articulate a clear vision and inspire others	ARI	
5	Evidence of Strategic planning and implementation skills	ARI	
6	Evidence of effective Data analysis and evaluative skills	ARI	
7	Ability to build strong professional relationships	ARI	
8	Effective problem-solving and decision-making	ARI	
<b>Personal Qualities</b>			
1	Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	RI	
	Integrity, honesty and ethical leadership.	RI	
2	Stamina, energy, resilience and confidence	RI	
3	Optimistic outlook	RI	
4	Commitment to own work/life balance as well as that of others	AI	
5	Excellent interpersonal and communication skills	RI	
<b>Other</b>			
1	Understand and support the ethos of our School, including the academic and personal development of the pupils and the school's role within the community	ARI	
2	Evidence of a strong commitment to education, inclusion and equality a strong moral purpose focused on improving life chances for children and	ARI	

A – Application form  
D – Documents  
R – References  
I – Interview

### References

- Positive recommendations in professional references, without reservation.

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