

**Headteacher Person Specification**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Training and Qualifications** | * Degree or equivalent with Qualified Teaching Status (unless looking to employ unqualified teacher)

  | * Relevant further professional qualifications and training
 | * Application Form
* Certificates
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| **Experience** | * Proven track record of effective leadership
* Proven track record of good teaching which has led to high standards of pupils’ learning
* Successful experience of working with parents/carers
* Commitment to safeguarding issues and understanding of promoting the welfare of children
 | * Experience of working across Key Stages
* Experience of reporting to governors
* Experience of leading a team
 | * Application Form
* Supporting letter of application
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| **Knowledge and Understanding** | * Good knowledge and understanding of expectations for age range across the school
* Understanding of the opportunities and challenges for staff when using published schemes
* Understand how to implement inclusive practices which demonstrate you can cater for all educational needs
* Good understanding of effective assessment procedures, recording and reporting
* Knowledge of statutory policies and procedures including safeguarding and child protection
* Knowledge and experience of IT for teaching and management purposes
* Good understanding on the way in which children develop and learn
* Knowledge and understanding of how to promote wellbeing of staff
* Knowledge and understanding of the wider curriculum including framework for independence
 | * Knowledge of how data and target setting can raise standards
* Up to date knowledge of current issues relating to education
* Designated Safeguarding Lead training
 | * Supporting letter of application
* Interview
* Interview activity
* References
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| **Skills** | * Ability to skilfully and effectively deploy staff for the benefit of the school and for their professional development
* Ability to evaluate the effectiveness of teaching and learning
* Good behaviour management strategies
* Good interpersonal and organisational skills
* Creative and imaginative thinking in order to identify opportunities and anticipate problems
* Good communication to a range of audiences
* Excellent time management, with the ability to meet deadlines.
 | * Proven skills in effective school leadership
 | * Interview
* Interview activity
* References
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| **Personal Attributes** | * Personal and professional commitment to the ethos and aims of the school
* Support and promote the vision of the school as a Church of England primary school
* Positivity and resilience
* Commitment to raising achievement, attainment and aspirations
* Determination to ensure the success of all
* Able to use initiative and solve problems
* Able to reflect on own practice and identify areas of development
* Calmness under pressure
* Flexibility, energy and enthusiasm
 |  | * Interview
* Interview activity
* References
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