

**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 |
| **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 |
| **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 |
| **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 |
| **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 |