



# PERSON SPECIFICATION

Pay Range, Individual Scale Range L11-L18

*Candidates failing to meet any of the essential criteria will automatically be excluded*

## Qualifications and Training

• Qualified Teacher Status	Essential
• Has undertaken a range of recent professional development, including training focused on leadership and management	Essential
• NPQH	Desirable

## Experience

• Excellent classroom practitioner	Essential
• Successful strategic leadership and management experience in post as a Headteacher, Deputy or Assistant Headteacher within the Primary Phase	Essential
• A successful track record of raising standards for all pupils	Essential
• Successful experience of building links and working with parents and the wider community	Desirable
• Active involvement in planning and leading staff development	Essential
• Experience of developing outstanding teaching	Essential
• Experience of developing the curriculum and continuity and progression between Early Years Foundation Stage, Key Stage 1 and Key Stage 2	Essential
• Experience of appraising staff	Essential
• Evidence of recent effective interaction with a governing body or similar	Desirable

## Knowledge and Skills

• Knowledge of current national and local policies and the effects they have on school leadership in primary education	Essential
• Experience of the legislation and requirements relating to the safeguarding of children and related legal issues	Essential
• Knowledge of rigorous self-evaluation processes and successful involvement in School Improvement Planning	Essential
• Knowledge of OFSTED inspection processes	Desirable
• Ability to model positive behaviours and implement a range of effective behaviour management strategies	Essential
• In depth knowledge and understanding of a wide range of effective teaching and assessment methods	Essential
• In depth knowledge and understanding of EYFS, KS1 and KS2	Desirable

**Personal Qualities**

• Ability to lead, motivate and inspire a successful and cohesive team	Essential
• Strong Communicator with high emotional intelligence	
• Ability to set targets, meet deadlines and work under pressure	Essential
• Ability to promote and support broad extra-curricular and enrichment activities that enhance pupils’ learning	Essential
• Ability to provide effective pastoral care for the emotional development and wellbeing of the whole school community	Essential
• Demonstrate resilience, perseverance and optimism in the face of difficulties and challenges	Essential

**Commitments**

• Clear commitment to promoting a high quality of education with high aspirations for children	Essential
• Clear commitment to bringing out the best in staff	
• Clear commitment to ensuring equality and inclusion and celebrating diversity	Essential
• Clear commitment to developing closer links with parents and the community and igniting the community spirit within the school	Essential

***The successful applicant will be required to safeguard and promote the welfare of children and young people.***

