Person Specification: Headteacher

for Scartho Infants’ School and Nursery

(Based on National Standards for Head Teachers October 2020)

|  | **Essential** | **Evidence**Application (A)Reference (R)Task (T)Interview (I) | **Desirable** | **Evidence**Application (A)Reference (R)Task (T)Interview (I) |
| --- | --- | --- | --- | --- |
| **Qualifications and career development**  | * Evidence of appropriate recent professional development.
* Qualified Teacher Status.
* NPQSL or equivalent senior leadership qualifications
* Safeguarding Qualifications and awareness of the CURRENT agenda
 | A, IAAA | * Designated Safeguarding Lead or Deputy DSL
* NPQH or working towards
 | AA |
| **Experience and knowledge** | * Be able to identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
* Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
* Proven experience of delivering outstanding teaching and learning within the primary phase.
* Proven experience of leading effective school improvement at a senior leadership level.
* Proven experience in, and understanding of, Early Years settings.
* Ability to inspire team members to be creative in the spiritual, moral, social, and cultural development of pupils.
* Knowledge and experience of school self-evaluation.
* Knowledge and experience of school development planning.
* Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
* Evidence of giving feedback and using coaching skills successfully.
* Ability to provide feedback that promotes next steps.
* Experience of OFSTED Inspections at a Senior Leadership Level
* Experience and understanding of Data Protection and implications of General Data Protection Regulations.
 | A, R, IA, R, IA, R, IA, R, IA, R, IA, R, I, TA, R, T, IA, R, T, IA, R, IA, R, I, TA, R, I, TA, R, IA, R, I | * Experience of recruiting staff
 | A, R, I |
| **Skills** | * Be able to secure excellent teaching through an analytical understanding of:
* how pupils learn
* the core features of successful classroom practice
* curriculum design

leading to rich curriculum opportunities and pupils’ well-being. * Ability to scan the educational landscape and prepare for the future.
* Be an excellent communicator.
* Highly developed skills in reading and analysing data.
* Proven ability to understand and lead successful and sustainable change across Foundation Stage and Key Stage One.
 | A, R, T, IA, IA, R, T, IA, R, I, TA, R, T, I |  |  |
| **Leadership and management** | * Demonstrate the qualities needed to be an inspirational leader with a clear vision for our school.
* Instil a strong sense of accountability in staff for the impact of their work on pupils’ outcomes.
* Establish an educational culture of ‘open classrooms’ as a basis for sharing best practice within and between schools
	+ drawing on and conducting relevant research
	+ using robust data analysis.
* Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
* Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Head Teacher to account for pupil, staff and financial performance.
* Ability to make and support difficult decisions.
* Experience of strategic planning, implementation and continuous review.
* Understand the impact on the current and future quality of the teaching profession of high quality training and sustained professional development for all staff.
* Recognise the necessity for curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils’ achievements and the school’s sustainability.
 | A, R, T, IA, R, IA, R, IA, R, IA, R, IA,R, T, IA, R, I A, R, IA, R, T, I | * Leadership of Appraisal, Performance Management and CPD
 | A, R, I |
| **Strengthening the community** | * Be able to create an outward-facing school which works with other schools and organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.
* Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
 | A, R, IA, R, I |  |  |
| **Personal attributes** | * Demonstrate a passion for creating a rich learning experience where children develop a love of learning.
* Ability to prioritise
* Self-aware, reflective and forward thinking.
 | A, R, T, IA, R, T, IR, I |  |  |

This appointment is subject to the current conditions of employment in the Schools Teachers Pay and Conditions as they relate to Head Teachers.