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, I  A  A  A | * Designated Safeguarding Lead or Deputy DSL * NPQH or working towards | A  A |
| **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, I  A, R, I  A, R, I  A, R, I  A, R, I  A, R, I, T  A, R, T, I  A, R, T, I  A, R, I  A, R, I, T  A, R, I, T  A, R, I  A, 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, I  A, I  A, R, T, I  A, R, I, T  A, 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, I  A, R, I  A, R, I  A, R, I  A, R, I  A,R, T, I  A, R, I  A, R, I  A, 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, I  A, 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, I  A, R, T, I  R, I |  |  |

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