

**Gwinear School
Headteacher Vacancy
Person Specification**

Essential criteria for shortlisting			
Criteria	How identified		
	Form	Letter	Interview
Qualifications and experience			
Appropriate initial teaching qualification	✓		
Qualified Teacher Status in England and Wales	✓		
Professional knowledge and skills			
Extensive knowledge and understanding of current educational issues and legislation		✓	✓
An understanding of and commitment to safeguarding and promoting children's welfare	✓		✓
Leadership and management			
Evidence of managing change effectively		✓	✓
Evidence of contributing to the raising of standards through continuous and sustainable school improvement		✓	✓
Philosophy			
Evidence of a commitment to the development of the whole child		✓	✓
Evidence of an inclusive approach towards the education of all children		✓	✓
Personal Qualities			
Outstanding Communication skills			✓
Outstanding interpersonal skills			✓

Desirable criteria – can be identified in the letter of application and/ or at interview
Substantive Headship or evidence of NPQH, NPQH plus or other relevant Headteacher qualification
Recent, relevant successful senior leadership and management experience in school(s), which may include leading key areas of the curriculum, or a similar position within a Local Authority/Academy
Experience of leading, supporting and challenging teaching and non-teaching staff
Experience of working in partnership with Governors
A commitment to the continuous professional development of staff
Experience of liaising with external agencies
Evidence of recent and relevant further study, including management training
Commitment to promoting the school in the community
Evidence of establishing a good rapport with parents
An understanding of the implications of a rural/coastal setting and diverse catchment area
Demonstrable commitment to the use of the outdoors to enrich the curriculum
An understanding of small school headship
Effective operational knowledge of Foundation Stage and Key Stages 1 and 2
An understanding of the implications of teaching children within mixed age classes
Evidence of good teaching practice
Proven ability to lead and manage the curriculum
Commitment to enhancing school provision through extra curricular activities
Successful experience of managing budgets and/or resources

Unless you are able to provide clear evidence that you fulfil ALL essential criteria required either in the form or letter you CANNOT be shortlisted for interview