

Person Specification

Job title: Headteacher, Hady Primary School

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview D = documents R = reference
A. Training and qualifications			
Qualified Teacher Status.	Y		A, D
National Professional Qualification for Headship (NPQH).		Y	A, D
Management training or qualification/Higher Degree.		Y	A, D
Evidence of commitment to continuing professional and personal development.	Y		A, I, D
B. Experience of teaching and school/academy leadership & management			
Experience of teaching in more than one school.	Y		A, I
Experience of promoting effective shared and distributive leadership.	Y		A, I
Successful senior leadership at Deputy Head level resulting in sustained significant improvements in standards.	Y		A, I, R
Experience of successful implementation of strategies for raising achievement and ensuring effective teaching, learning and assessment.	Y		A, I
Experience of monitoring and evaluating teaching and learning.	Y		A, I, R
Experience of successfully leading and managing whole school change initiatives.	Y		A, I, R

Evidence of being able to employ a range of leadership and management styles and approaches as appropriate.	Y		A, I, R
Experience of effective financial and resource management.		Y	A, R
Experience of working to support other schools.		Y	A, I, R
C. Professional knowledge and understanding			
Knowledge of relevant statutory requirements relating to schools/academies.	Y		I
Sound up-to-date knowledge of developments in education, teaching and learning, assessment and best practice.	Y		I
Knowledge and understanding of the role of the Governing Body/Board of Trustees in a school/academy.		Y	A, I
Understanding of how high quality performance management for all staff is linked to school improvement.	Y		I
A belief in the right of children and young people to a high quality education, raising standards of achievement whilst recognising the value and worth of each individual and providing an experience which meets the needs of every young person.	Y		A, I
Understanding of equal opportunities and able to put this into practice, including the need to prepare pupils for life in a diverse society.	Y		I, R
D. Professional competencies			
To have a high standard of written and verbal communication skills.	Y		A, I
A demonstrable track record of strategic, analytical and innovative thinking and translating this into an effective vision and operational outputs.	Y		A, I, R

To investigate problems, evaluate options, identify solutions, make and implement plans and monitor impact.	Y		A, I, R
Ability to prioritise, set targets, meet deadlines and to work under pressure.	Y		A, I, R
The ability to initiate and maintain innovative curriculum design and delivery.	Y		A, I
The ability to provide inspirational leadership with a 'can-do' attitude and to generate high expectations, enthusiasm and commitment in a collaborative culture.	Y		I, R
Evidence of managing challenging behaviour effectively.	Y		I, R
Experience of developing and sustaining positive relationships with parents and a wide range of internal and external stakeholders.	Y		A, I, R
To be a competent user of ICT and have knowledge of how new technologies support teaching and learning.		Y	A, I, R
E. Personal attributes			
Ability to work collaboratively.	Y		A, I
Evidence of strong negotiating and influencing/communication skills.	Y		I, R
Evidence of resilience, energy, enterprise and passion, treating challenges as opportunities, emotional intelligence and empathy.	Y		I, R
Able to adapt to changing circumstances and new ideas.	Y		I, R
Evidence of promoting life-long learning in self and others.	Y		A, I
F. Safeguarding			
Understanding of responsibilities in ensuring compliance with Health and Safety legislation.	Y		A, I, R





Headteacher: Mrs S Chapman

Clear commitment to and understanding of child protection matters, safeguarding legislation and practice to promote the physical and emotional health and wellbeing of children and young people.	Y		A, I, R
Commitment to sustaining a safe, secure and healthy school environment, caring for all children from all backgrounds.	Y		A, I, R
Satisfactory enhanced clearance from the DBS.	Y		D

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