



## Helmdon Primary School

### Person specification for Headteacher

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Evidence of recent and relevant personal professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school</li> <li>• Evidence of successful classroom teaching experience</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Demonstrable experience of successful line management and staff development</li> <li>• Evidence of experience working with other professional agencies, learning networks and partnerships</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• The ability to lead our school and promote the collaboration of staff</li> <li>• A creative and inspirational management style, able to take measured risks and find solutions</li> <li>• Able to articulate theories of teaching and learning, to give strong feedback on classroom performance</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify areas for improvement</li> <li>• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve</li> <li>• Promotes use of technology to support curriculum delivery and drive positive learning outcomes</li> <li>• A track record of developing staff and creating highly motivated teams aligned to the school's values and objectives</li> <li>• Comprehensive understanding of school finances and financial management</li> <li>• Excellent interpersonal skills, able to communicate with and inspire trust and warmth</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships across all stakeholder groups</li> </ul>

**Personal qualities**

- Commitment to uphold the 7 principles of public life (the [Nolan principles](#)) at all times
- A commitment to getting the very best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position
- Approachable and enjoy being highly visible to children and adults
- Caring and considerate attitude to staff and children