

PERSON SPECIFICATION

Salary: L12– L18

Reporting to: The Governing Body of Hermitage Primary School

E = quality / experience / skill is essential

D = quality / experience / skill is desirable

A = quality / experience / skill is to be assessed and evaluated through the Application

I = quality/ experience / skill is to be assessed and evaluated through Interview

Criteria	E	D	A	I
Qualifications				
Qualified Teacher Status (QTS)	X			
Degree	X			
Hold or be working towards National Professional Qualification for Headship (NPQH)		X		
Experience				
Headteacher or equivalent experience		X		
Demonstrable experience of leading on culture, vision and values.	X		X	X
Experience of leading on impactful stakeholder engagement.	X		X	X
Experience across the early years and primary age range.	X		X	X
Successful leadership and management experience in more than one school.	X		X	X
Experience of whole school financial management.	X		X	X
A proven record of leadership of school self-evaluation, development planning and leading whole school improvement and a culture of learning.	X		X	X
Track record of highly effective teaching	X		X	X
Demonstrable experience of successful whole school staff development and line management and a culture of learning.	X		X	X
Skills and Knowledge				
Data analysis skills and the ability to use data for strategic decision making and target setting.	X		X	X
Ability to develop and communicate a vision which inspires and motivates others.	X		X	X
A deep understanding of high-quality, evidence-based teaching; the ability to model this for others and coach others to improve.	X		X	X
Deep understanding of curriculum leadership and its underlying theoretical principles.	X		X	X
Effective communication skills and ability to build effective and professional working relationships.	X		X	X

Personal Qualities				
Uphold and demonstrate the Seven Principles of Public Life at all times.	X		X	X
Commitment to equality and wellbeing.	X		X	X
Demonstrate consistently high standards of principled and professional conduct	X		X	X
Meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.	X		X	X
Commitment to securing the best outcomes for all pupils.	X		X	X
Commitment to maintain confidentiality at all times	X		X	X
Commitment to safeguarding.	X		X	X
Ability to work under pressure, problem-solve and prioritise effectively	X		X	X

Ethics and Professional Conduct

The Headteacher must uphold public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, the Headteacher must:

- Build relationships rooted in mutual respect, and always observe proper boundaries appropriate to their professional position.
- Show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain.
- Uphold fundamental British values, including democracy, the rule of law, individual Liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law.

As leaders of the school community and profession, the Headteacher must:

- Serve in the best interests of the school's pupils.
- Conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen.
- Uphold their obligation to give account and accept responsibility.
- Know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities.
- Take responsibility for their own continued professional development, engaging critically with educational research.
- Make a positive contribution to the wider education system.