



Person Specification – Headteacher

Qualifications

Essential

- Qualified teacher status
- Degree
- Evidence of professional development linked to headship and leadership.
- Current headteacher leadership experience.

Desirable

- Leadership training or coaching

Experience

Essential

- Successful leadership and experience as a Headteacher in a large school
- Experience of senior leadership in a school that operates over two, or more, buildings.
- Evidence of leadership, as a senior member of staff, during successful Ofsted inspections that have secured the top grades of the framework.
- Good knowledge of current Ofsted inspection framework.
- Leadership, and evaluation of, projects that developed the curriculum and had a significant positive impact on pupil outcomes.
- Evidence of significant impact on pupil outcomes for vulnerable pupils at the end of Key Stage 2 over the last 2-years.
- Successful leadership of professional development activities that have effectively developed practice of individuals and teams.
- Experience of managing operational aspects of school-wide provision across a large school.

Desirable

- Leadership of strategies that have been effective in supporting the learning of vulnerable pupils.
- Demonstrable experience of working with staff supporting reflective practice through both informal and formal processes.

Skills and knowledge

Essential

- Good understanding of curriculum models that give a rich and broad offer that successfully develops the skills and knowledge of all pupils.
- Knowledge of effective teaching practices that can support all staff enabling them to secure excellent outcomes for all pupils.
- Analytical skills that can review a wide range of evidence from different sources to identify strengths and development points.
- Effective inter-personal skills that enable the formation of strong relationships with all stakeholders.
- Excellent verbal and written skills.
- Experience of leading a school through a successful audit process (e.g., health and safety or finance)



Person Specification – Headteacher

Desirable

- Knowledge of financial processes in school
- Knowledge of health and safety processes in school
- Understanding of legislation and statutory processes that relate to school management

Personal Qualities

Essential

Strong commitment to:

- upholding the principles of ethical leadership as set out by the ethical framework for school leaders. [\(LINK\)](#)
- ensuring all pupils in our school are kept safe.
- creating a curriculum that enables all children to achieve excellent progress in all aspects of their learning and development.
- a fully inclusive approach to education that recognises that schools serve all children regardless of their needs or characteristics.
- establishing and sustaining effective partnerships with other schools and strategic partners
- personal reflection and development
- working with an Executive Headteacher to shape the strategic development of a school.