



Person Specification - Headteacher

Qualifications and experience

Essential

- Qualified teacher status
- Degree
- Evidence of professional development linked to leadership.

Desirable

- Leadership qualifications (e.g., NPQH)

Experience

Essential

- Successful leadership and experience in a school
- Leadership, and evaluation of, projects that developed the curriculum and had a positive impact on the quality of learning.
- Demonstrable experience of working with staff supporting reflective practice through both informal and formal processes.
- Leadership of professional development activities that have effectively developed practice of individuals and teams.
- Experience of managing operational aspects of school-wide provision.

Desirable

- Working with other leaders to review a range of evidence to fully evaluate school-wide provision.
- Leadership of strategies that have been effective in supporting the learning of vulnerable pupils.
- Experience of working in a school with a designated specialist provision for children with an identified SEND need.

Skills and knowledge

Essential

- 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.

Desirable

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



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Personal Qualities

Essential

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 the Executive Headteacher to shape the strategic development of James Wolfe Primary School.