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| Kingsway Primary School  **KINGSWAY PRIMARY SCHOOL**  **HEADTEACHER PERSON SPECIFICATION** | | |
|  | **Qualifications** | **Source of Evidence** |
| 1 | Qualified Teacher Status | Application |
| 2 | Graduate level qualification | Application |
| 3 | Evidence of continuing professional development | Application |
| 4 | Evidence of recent and relevant training and development at senior leadership level and/or in preparation for headship | Application |
| 5 | Recent and up to date safeguarding training | Application |
| 6 | Successfully undertaken an approved ‘safer recruitment’ training or a commitment to do so before taking up the post | Application |
|  | Experience and Knowledge |  |
| 7 | A recent and proven track record as an Assistant or Deputy Headteacher or similar role | Application/References |
| 8 | A strategic approach to school improvement through building, communicating and implementing a shared vision of excellence | Application/References |
| 9 | A working and current knowledge of all 3 phases in primary education | Interview |
| 10 | Experience of effectively leading strategic change | Interview |
| 11 | Ability to lead and inspire staff, governors, pupils and parents in our shared vision | Interview |
| 12 | The ability to lead and manage the school in a way that encourages the sharing of responsibilities and support for individual and joint professional development | Interview/References |
| 13 | Willingness to work in effective partnership with the Governing Body to fulfil its statutory duties | Application |
| 14 | A thorough knowledge of the EYFS and Primary curriculums | Interview |
| 15 | Evidence of ambition and success for every child by setting and achieving challenging targets | Interview |
| 16 | Experience and knowledge of regulations around safeguarding and how to address any issues and concerns | Application/References/Interview |
| 17 | Experience of creating and maintaining a culture of effective safeguarding | Interview/References |
| 18 | Experience of carrying out strategic financial planning and budgetary management | Application/Interview |
| 19 | Knowledge and understanding of best practice in staff performance management | Application/Interview |
| 20 | A proven track record for raising standards of teaching and learning across the school | Application/Interview |
| 21 | Experience of effective data analysis to inform School Self Evaluation and agreement of school improvement priorities. | Application/Interview |
| 22 | Ability to respond effectively to under performance | Application/Interview |
| 23 | Ability to secure and maintain high standards of behaviour | References |
|  | Personal Qualities |  |
| 24 | Open and approachable | Interview |
| 25 | Respect for children and an ambitious vision for their education | Interview |
| 26 | Creative, resourceful and inspirational | Application/Interview |
| 27 | Able to give and receive effective feedback to improve personal performance | Interview/References |
| 28 | Willing to accept support from others including colleagues, governors, external professional agencies and the L.A. | References/Interview |
| 29 | Stamina, energy and drive | References/Interview |
| 30 | Calm control under pressure | Interview |
| 31 | High standards of personal presentation and integrity and an appreciation of the Headteacher’s position as a role model for staff and pupils | Interview |