

# Person Specification

## Professional Qualifications

### Essential

- Qualified teacher status
- Degree level or equivalent qualification

### Desirable

- Award of the National Professional Qualification for Headship (NPHQ) or other relevant qualification

## Relevant Experience

### Essential

- Proven experience of establishing, upholding and promoting safeguarding procedures, ensuring a strong culture of safeguarding across the school community
- Proven senior leadership and management experience.
- Significant prior experience as a classroom teacher, consistently demonstrating high standards
- Proven success in raising standards within a primary school
- A strong understanding of Special Educational Needs and Disabilities (SEND) provision within a primary school
- Demonstrable experience of thinking and acting strategically, anticipating opportunities and challenges
- Experience of developing curriculum strategy and supporting staff to deliver to this
- Has embedded and delivered a culture of self-evaluation across a whole-school environment (for example School Development Plan, Attainment, Safeguarding, Other Audits)
- Evidence of ability to identify and communicate a clear vision for the future which will take the school community on the journey from a 'Requires Improvement' judgement towards Ofsted Outstanding
- Evidence of leading whole school improvement initiatives, enhancing standards in teaching and learning and having an impact on pupil attainment
- Has an understanding and some experience of school finances
- Evidence of ongoing engagement with professional development activities

### Desirable

- Trained as Designated Safeguarding Lead (DSL)
- Understanding of Governance and the role of Governing Bodies
- Leading and managing school finances, ensuring resources are well managed and budgets are clearly established, monitored and met
- Experience working in all three primary stages (EYFS, KS1, KS2)
- Wider community experience / awareness and involvement in wider groups focused on primary education

## Personal Attributes and Competencies

### Essential

- A dynamic leader with the vision and drive to take our school from 'Requires Improvement' to 'Outstanding'
- A collaborative and open individual who champions the success of staff and children
- Creates a working culture in which challenge is both welcome and encouraged and becomes central to success
- An accountable, visible and decisive leader who also holds others to account
- Excellent communication, presentation and interpersonal skills, enabling good relationships across the school community
- A leader who is committed to developing others, sharing support and expertise and encouraging ownership
- Enthusiasm and confidence to lead from the front and role-model school vision and values