

## Headteacher – Longlands Primary School

|  | Criteria   | Essential | Desirable | Assessment Method |
|--|--|-----------|-----------|-------------------|
| <b>Qualifications and Training</b>       | Qualified Teacher Status   | ✓         |           | A                 |
|  | Degree level (or equivalent) qualification   | ✓         |           | A                 |
|  | Further professional qualification e.g. Leadership Pathways, NPQL or NPQEL or willingness to undertake                         | ✓         |           | A/I               |
|  | Completion of appropriate Child Protection training or Designated Senior Person training                                       | ✓         |           | A                 |
|  | Evidence of personal continued professional development.   | ✓         |           | A                 |
| <b>Experience</b>                        | Successful leadership and management experience at a senior level in a primary context, evidenced by school wide achievements  | ✓         |           | A/I               |
|  | Successful experience of helping class teachers to improve their class leadership and professional practice                    | ✓         |           | A/I               |
|  | Successful experience as a class teacher, exceeding the standards and able to model best classroom practice                    | ✓         |           | A/I               |
|  | Experience of building strong and positive relationships with pupils, staff and parents in situations wider than a class team  | ✓         |           | A/I               |
|  | Experience of managing change successfully.  | ✓         |           | A/I               |
|  | Experience of leading and planning staff development   | ✓         |           | A/I               |
|  | Experience of successfully managing challenging conversations  | ✓         |           | I                 |
|  | Involvement in school self-evaluation and improvement planning   | ✓         |           | A/I               |
|  | Experience of effective recruitment; selecting appropriate staff to work in the settings that you have worked in               |           | ✓         | I                 |
| <b>Professional Skills and Knowledge</b> | Ability to provide leadership, guidance, and direction in a whole school context.  | ✓         |           | I/P               |
|  | Ability to demonstrate an awareness and understanding of the 'bigger picture' and the work at Headteacher/senior leader level. | ✓         |           | I/P               |
|  | Ability to share knowledge and demonstrate outstanding practice in relation to pedagogy across the whole school.               | ✓         |           | I/P               |
|  | Ability to communicate effectively and understand the views of others.   | ✓         |           | I                 |
|  | The ability to make decisions and see a project through.   | ✓         |           | I                 |
|  | Willingness to contribute to enrichment activities and lead intervention projects.   | ✓         |           | I                 |

|                           |   |   |   |     |
|---------------------------|---|---|---|-----|
|                           | Ability to accurately assess the quality of learning and teaching.  | ✓ |   | I   |
|                           | Ability to analyse and use school performance data to set targets and raise standards.  | ✓ |   | I/T |
|                           | Good financial skills with the ability to manage school budgets to meet the strategic aims of the school.                                   | ✓ |   | I   |
|                           | A deep understanding of how pupils learn with a clear vision and understanding of the needs of young people in a primary school environment | ✓ |   | I/P |
|                           | In depth knowledge of the current requirements across EYFS, KS1 and KS2.  | ✓ |   | I   |
|                           | An understanding of small primary school context and how to secure high quality first teaching in mixed year groups.                        | ✓ |   | I   |
|                           | Effective communication and interpersonal skills deployed through a range of different platforms  | ✓ |   | I/P |
|                           | Excellent time management and organisational skills   | ✓ |   | A/I |
|                           | Ability to build effective working relationships with senior colleagues, all school staff and all other stakeholders                        | ✓ |   | I   |
|                           | Excellent knowledge and understanding of diversity and equality requirements  | ✓ |   | I   |
|                           | Knowledge of current Ofsted standards   | ✓ |   | I   |
|                           | Knowledge of the school organisation in a multi academy context   |   | ✓ | I   |
|                           | Coaching skills   |   | ✓ | A/I |
|                           |   |   |   |     |
| <b>Personal Qualities</b> | Ability to inspire and influence people. Inspire, challenge, motivate and empower others  | ✓ |   | I   |
|                           | Build and maintain effective relationships through effective interpersonal skills   | ✓ |   | I   |
|                           | Think creatively to anticipate and suggest solutions to problems  | ✓ |   | P   |
|                           | To be honest and trustworthy.   | ✓ |   | I   |
|                           | Caring attitude towards staff, pupils and parents   | ✓ |   | I   |
|                           | High expectations of self and others  | ✓ |   | I   |
|                           | Ability to work under pressure, prioritise effectively and maintain a sense of perspective and humour                                       | ✓ |   | I   |
|                           | Commitment, honesty and dedication  | ✓ |   | I   |
|                           | Ability to manage own time effectively  | ✓ |   | I   |
|                           | Reliability and integrity   | ✓ |   | I   |
|                           | Resilience and tenacity   | ✓ |   | I   |
|                           | Humour, warmth and energy   | ✓ |   | I   |

|  |  |   |  |     |
|--|--|---|--|-----|
|  | Ability to hold others to account and challenge poor practice to generate positive outcomes                  | ✓ |  | I   |
|  | Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the reputation of the school | ✓ |  | A/I |

Assessment method key:

|   |                  |
|---|------------------|
| A | Application form |
| I | Interview        |
| T | Test             |
| P | Presentation     |