

Person Specification
Primary Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status in the UK 	X	
<ul style="list-style-type: none"> • Serving or returning Headteacher/Principal or Deputy Headteacher/Principal 	X	
<ul style="list-style-type: none"> • Successful teaching experience within the primary sector 	X	
<ul style="list-style-type: none"> • Experience of working in more than one school 		X
<ul style="list-style-type: none"> • Evidence of recent and appropriate professional development for the role of Headteacher 	X	
<ul style="list-style-type: none"> • NPQH - or currently working towards it 		X
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none"> • An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals 	X	
<ul style="list-style-type: none"> • Ability to articulate clear vision for the academy and its development 	X	
<ul style="list-style-type: none"> • Ability to provide clear direction and shared purpose for staff and pupils 	X	
<ul style="list-style-type: none"> • Ability to inspire trust and confidence across the school and the community. 	X	
<ul style="list-style-type: none"> • Understanding of the requirements and expectations of the Ofsted framework 	X	
<ul style="list-style-type: none"> • Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement 	X	
<ul style="list-style-type: none"> • Ability to delegate, manage and support the work of individuals and teams 	X	
<ul style="list-style-type: none"> • An excellent communicator who is at ease with all stakeholders but particularly governors, parents, pupils and colleagues 	X	
<ul style="list-style-type: none"> • Ability to develop and sustain good relationships with staff, parents and governors 	X	

Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none"> • A Leader of learning who demonstrates, promotes and encourages outstanding classroom practice. 	X	
<ul style="list-style-type: none"> • Proven experience in leading Teaching and Learning for improvement 	X	
<ul style="list-style-type: none"> • Comprehensive knowledge of the curriculum 	X	
<ul style="list-style-type: none"> • Clear understanding and knowledge of what constitutes outstanding classroom practice and learning 	X	
Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none"> • Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis 	X	
<ul style="list-style-type: none"> • Ability to convey the meaning of data accurately to a variety of audiences 	X	
<ul style="list-style-type: none"> • Successful experience of strategies to raise pupil achievement 	X	
Personal	Essential	Desirable
<ul style="list-style-type: none"> • Clear understanding and appreciation of the role of a Principal 	X	
<ul style="list-style-type: none"> • High expectations of self and others 	X	
<ul style="list-style-type: none"> • The ability to work to tight deadlines and under pressure 	X	
<ul style="list-style-type: none"> • An ability to use the full range of leadership skills and qualities, appropriate to the situation 	X	
<ul style="list-style-type: none"> • An enthusiastic and motivational leader with strong morale building skills 	X	
<ul style="list-style-type: none"> • Resilience and determination coupled with the ability to support and show empathy 	X	
<ul style="list-style-type: none"> • The highest levels of integrity and reliability 	X	
<ul style="list-style-type: none"> • Self-motivated and able to take the initiative 	X	
<ul style="list-style-type: none"> • Approachability 	X	