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**New Bradwell Primary School Milton Keynes**

**Person Specification – Head Teacher**

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| **Qualifications and Training** | **Essential**  | **Desirable**  |
| Qualified Teacher Status | Yes |  |
| NPQH or successfully accepted onto the NPQH programme |  | Yes |
| Degree or Higher Degree or equivalent post qualification award | Yes |  |
| Recognised management qualification |  | Yes |
| Strong evidence of continuing professional development | Yes |  |
| Successfully completed recognised ‘safer recruitment’ training, or commitment to do so before taking up post | Yes |  |

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| **Experience**  | **Essential**  | **Desirable**  |
| Experience of leading teaching as a Headteacher, Acting Headteacher or Deputy Headteacher  | Yes |  |
| Experience of teaching in more than one school | Yes |  |
| Experience of teaching in a large school |  | Yes |
| Experience of teaching in a school with significant deprivation factors |  | Yes |
| Widest possible experience of working with primary age children 4+ to 11 years | Yes |  |
| Successful leadership in a good/outstanding school |  | Yes |
| Management experience of inclusion and SEN provision in a relevant school setting |  | Yes |
| Experience of leading whole school change and development initiatives | Yes |  |
| Proven track record of raising pupil achievement | Yes |  |
| Effective track record in financial and HR management that has supported the achievement of educational goals |  | Yes |
| Experience of managing and/or coordinating staff | Yes |  |
| Experience of appointing and inducting staff |  | Yes |
| Experience as a school governor |  | Yes |

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| **Professional knowledge and understanding** | **Essential**  | **Desirable**  |
| Demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision | Yes |  |
| A clear understanding of how to develop and sustain a learning culture that has at its core high expectations and standards of achievement for all  | Yes |  |
| A clear understanding of the characteristics of an outstanding school and how it may be delivered | Yes |  |
| Awareness of strategies to raise pupil achievement | Yes |  |
| Demonstrate a sound grasp of the principles and practice of effective learning and teaching. | Yes |  |
| A clear understanding of the strategies for improving the quality of learning and teaching, including promoting excellence and challenging poor performance. | Yes |  |
| Understanding and experience of curriculum design and management that helps to provide the choice and flexibility to meet the personal learning needs of every pupil. | Yes |  |
| Demonstrate the successful impact of leading significant whole school innovation, creativity and change. | Yes |  |
| Understanding of current education legislation and its impact on schools and their wider communities. | Yes |  |
| Awareness of Ofsted and the current inspection framework. | Yes |  |
| Understanding based on the experience of a recent Ofsted inspection and its follow up |  | Yes |
| Understanding of the role of the local governing body and Trustees | Yes |  |
| Understanding of the role which can be played by parents and the community in raising standards. | Yes |  |
| Demonstrate a commitment to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.  | Yes |  |

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| **Personal skills and attributes** | **Essential**  | **Desirable**  |
| Ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals. | Yes |  |
| Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people. | Yes |  |
| Ability to build and maintain quality relationships through interpersonal skills and effective communication. | Yes |  |
| Ability to manage and resolve conflict. | Yes |  |
| Ability to prioritise competing demands as well as adapt and respond to change, plan and organise yourself and others. | Yes |  |
| Ability to think analytically and creatively and demonstrate initiative in solving problems | Yes |  |
| Demonstrate a sense of perspective and the ability to be reflective and self-critical | Yes |  |
| Demonstrate a capacity for sustained hard work with energy and vigour | Yes |  |
| Empathise | Yes |  |
| Flexible, approachable and a good listener | Yes |  |
| Demonstrate resilience and optimism | Yes |  |
| Demonstrate impact and presence | Yes |  |
| Show commitment to sustain good attendance at work | Yes |  |
| Genuinely like children! | Yes |  |