



## Overstone Primary School: Headteacher Person Specification

The following outlines the key skills and experience we are looking for in the Headteacher of Overstone Primary School and our selection decision will be based on the criteria detailed within this document. The selection panel will assess each candidate against the criteria, expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or an awareness of how to apply) this knowledge and understanding in the school context.

Please ensure when completing your application that you address the relevant criteria as indicated below in the method of the assessment column. As appropriate your responses should include your role, the actions and decisions you took and the outcome or impact of your involvement.

The supporting statement should be no more than three pages long.

	Essential Requirements	Form of Assessment
<b>QUALIFICATIONS AND EXPERIENCE</b>		
1	Qualified Teacher Status.	Application Form
2	Further relevant professional/academic study and evidence of continuous professional development.	Application Form
3	At least three years of proven strong, successful senior leadership and management experience in a primary school.	Application Form & Interview/Assessment
<b>SHAPING THE FUTURE</b>		
4	The ability to think strategically and take the leading role to develop, build on and communicate a shared vision and strategic plan which inspires and motivates the whole school community.	Application Form & Interview/Assessment
5	Evidence of successfully implementing, managing and evaluating change in a collaborative and sensitive way.	Application Form & Interview/Assessment
6	The ability to build on current strengths and initiatives and ensure a smooth transition that delivers continuous improvement.	Application Form & Interview/Assessment
7	A clear understanding of and enthusiasm for current issues in education and evidence of embracing, implementing and embedding new approaches/technologies which are relevant to teaching and learning.	Application Form & Interview/Assessment

<b>PUPILS AND STAFF</b>		
8	Evidence of raising standards that have impacted positively on pupil attainment and teaching and learning.	Application Form & Interview/Assessment
9	Significant experience in evaluating and using data to plan and improve pupil performance.	Interview/Assessment
10	A clear understanding of what makes good and outstanding teaching and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	Interview/Assessment
11	A commitment to valuing, supporting and encouraging the professional development of all staff members.	Interview/Assessment
<b>SYSTEMS AND PROCESSES</b>		
12	An understanding of how to create whole community accountability systems and implement them with the support of the leadership team to combine data from a range of sources in order to maximise the achievement of children.	Interview/Assessment
13	Strong financial planning and management skills, with experience of making effective use of resources including the Pupil Premium.	Interview/Assessment
14	A clear understanding of and commitment to promoting and safeguarding the welfare of children.	Application Form & Interview/Assessment
<b>STRENGTHENING COMMUNITY</b>		
15	Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	Application Form & Interview/Assessment
16	A commitment to building and maintaining effective and positive relationships with parents, carers, governors, the wider community and other schools.	Interview/Assessment
<b>PERSONAL QUALITIES</b>		
17	Can inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	Interview/Assessment
18	Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, governors and parents.	Application Form & Interview/Assessment
19	The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	Application Form & Interview/Assessment