



Person Specification

Headteacher

The applicant will be required to safeguard and promote the welfare of children and young people

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Qualifications

	E/D	A/I
Qualified Teacher Status	E	A
Degree	E	A
Meets the requirements or working towards the National Professional Qualification for Headship	D	A
Professional Development in preparation for Headship	E	A
Has successfully undertaken appropriate Child Protection/Safeguarding training.	E	A

(B) Knowledge

	E/D	A/I/T
A comprehensive understanding of what constitutes effective teaching and learning across all primary key stages	E	A/I
Knowledge of current developments relating to the curriculum and assessment at relevant key stages	E	A/I
An understanding of how data can be used to improve performance	E	I/T
A complete understanding of the school improvement cycle and the importance of monitoring and evaluation	E	A/I
An understanding of and commitment to meeting the needs of all pupils paying due regard to inclusive practice	E	A/I
Recognition of the importance of strategic financial planning and the principles of best practice in relation to budgetary management	E	A/I

(C) Skills abilities and competencies

	E/D	A/I
Demonstrate understanding of the principles of safeguarding and the importance of keeping our children safe	E	A/I
Demonstrate visionary leadership to inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	A/I
Excellent and proven leadership skills	E	A/I

Build, develop and maintain quality relationships through interpersonal skills and effective communication with children, staff, the community and other stakeholders	E	A/I
The ability to embrace, manage and facilitate change	E	A/I
Foster and develop a caring, nurturing and a child centred ethos	E	A/I
Think analytically and creatively and demonstrate initiative in solving problems	E	I/T
Demonstrate a proven ability to lead school improvement and raise standards	E	A/I
The ability to build on our school's vision and continue to develop the ethos that meets, or even exceeds the aspirations of pupils, staff parents and governors	E	A/I
The ability to manage resources effectively in order to ensure value for money and quality school effectiveness whilst ensuring statutory procedures are met	E	A/I
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	I

(D) Experience

	E/D	A/I
Significant strategic leadership experience at Deputy, Assistant Headteacher or equivalent level	E	A/I
Experience of bringing about significant improvement in the quality of learning and teaching in a school and maintaining the highest standards	E	A/I
Supporting staff in their professional/personal development including appraisal	E	A/I
Proven effective teaching experience within the primary phase	E	A/R
Experience of managing and resolving challenging situations	E	A/I
Experience of building and maintaining good relationships with parents/carers and the wider community	E	A/I
Have experience of budget management	E	A/I

(E) Special Attributes – to be tested throughout the interview process

	E/D
Able to inspire and demonstrate a strong leadership presence	E
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E
Be approachable	E
Innovative	E
Passionate about teaching and learning	E
Excellent written and verbal skills	E

(F) Application Form and Supporting Statement

Please provide a written statement of no more than **1,300** words detailing why you believe your experience, skills, personal qualities, training and/or education are relevant to your suitability for the post advertised and how you meet the person specification. The form must be fully completed and legible.

(G) Confidential References and Reports

Positive recommendation from all referees, including current employer one of which must be from your LA/Academy Trust	E
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A – Application Form
I – Interview

R- Reference