

PERSON SPECIFICATION
Headteacher at Overdale Community Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range and in a primary school	x	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	x	
A proven track record for delivering high standards in learning and teaching	x	
Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff alike	x	
Experience of establishing and maintaining effective partnerships with parents/carers, the local community, local authority and the diocese.	x	
A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams	x	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	x	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Resilience	x	
Strategic thinking	x	
High expectations of self and others	x	
Skilful communication according to audience	x	
Respect for others	x	
Building effective teams	x	
Reflective	x	

SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	Essential on appointment
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x