

PERSON SPECIFICATION

Job Title: HEAD TEACHER

AF = Application Form

I = Interview

PR = Presentation

CRITERIA		Essential	Desirable
QUALIFICATIONS			
	Qualified Teacher Status	X	
	Degree level qualification	X	
	NPQH/Management qualification		X
	NPQ for SENCO (or equivalent)		X
EXPERIENCE			
	Experience of successful leadership in a school	X	
	Record of successful experience of raising achievement	X	
	Experience of leading safeguarding systems and practice	X	
	Experience of leading excellent teaching	X	
	Proven experience of effective school improvement	X	
	Experience of managing a significant budget		X

KNOWLEDGE			
	A sound, well-reasoned philosophy of education	X	
	A knowledge and clear understanding of the issues faced by small rural schools	X	
	A knowledge and understanding of school federation and its impact in school	X	
	A thorough understanding of issues relating to Inclusion and a commitment to equality and diversity	X	
	A thorough understanding of school curriculum and assessment/development.	X	
	Understand how to monitor, review and evaluate school effectiveness	X	
	An understanding of the OFSTED, SIAMS or other relevant Inspection frameworks	X	
	A thorough understanding of safeguarding and the requirements of "Keeping Children Safe in Education"	X	
	A thorough knowledge of the Equality Act 2010 and the legal frameworks regarding the education of children with SEND and Looked After Children	X	
	Prior knowledge of HR and people management or the willingness to learn with relevant support		X

SKILLS			
	Ability to lead, communicate and provide clear, credible strategic vision for school improvement; motivate and command respect	X	
	Able to lead reflective practice and school improvement, prioritising actions and implementing them in a practical way having gained the support of all staff	X	
	Ability to prioritise, plan and organise	X	
	To lead, yet be a team player, with the ability to develop strong relationships with all members of the school community	X	
	Ability to delegate effectively	X	
	Able to make sound financial judgements to ensure effectiveness and value for money	X	
	Exceptional communication skills including conflict management	X	
	Ability to problem solve, think laterally and deal calmly in any given situation	X	
	Ability to oversee the management and delivery of other services that might be delivered on the school site such as extended school and other activities and services for the benefit of the local community		X
PERSONAL QUALITIES			

	High level of commitment to children, Inclusion and Equal Opportunities	X	
	A strong ethical background and commitment to the religious and moral purpose of the school	X	
	Consistency and accountability	X	
	A high degree of emotional intelligence and resilience	X	
	Involvement in the whole life of the school and local community	X	
	Purposeful and responsive leadership of others	X	
	Imaginative, creative and innovative	X	
	Adaptability and flexibility.	X	