

PERSON SPECIFICATION



Job Title: Headteacher	School: Speenhamland Primary School
Reports to: CEO/Executive Headteacher	Location: Newbury

E = Essential Criterion (required at point of recruitment)

D = Desirable Criterion (can be developed over time)

Qualifications and Training	
Education to degree level.	E
Qualified teacher status.	E
Additional education management qualification e.g. NPQH	D
Evidence of a continuing commitment to CPD.	E
Substantial Headteacher/Deputy Head/Senior Leadership experience.	E
Experience, Knowledge and Understanding	
An understanding of, and a commitment to, leadership of safeguarding and DSL training	E
Evidence of being an outstanding classroom practitioner in a primary school.	E
Proven success in raising attainment and achievement and determination to maintain them through effective monitoring and evaluation.	E
Experience of leading whole-school data analysis, reporting to Governors and using data to inform school improvement.	E
A proven track record of successful leadership in innovation, inspiration and leading by example.	E
Significant understanding of relevant legislation, innovation and new developments underpinning educational effectiveness.	E
Knowledge and understanding of school budgets and experience of managing a budget.	E
Knowledge of effective and proven strategies for school improvement, including school development planning and school self-evaluation, and experience of leading aspects of this cycle.	E
Experience of successfully leading training and other staff development activities, including appraisal.	E
Experience of working successfully with governors, parents and the wider community to improve engagement and raise standards.	D
Experience of successfully holding colleagues to account and a track record of raising performance through robust performance management.	E
Skills	
Able to manage children's behaviour effectively in a positive way and to promote excellent relationships and excellent behaviour.	E

Able to analyse data and use a range of sources to make judgments and identify next steps e.g. progress data, lesson observations, work scrutiny.	E
Proven ability to be a strong visible presence within the school, able to influence, motivate, empower, lead, and support staff and pupils. Excellent public speaking skills.	E
A proven high level of organisational skills.	E
Able to produce high quality written reports, policies, guidance and letters for a range of audiences.	E
Proven ability to be pro-active and positive about challenge and change.	E
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children.	E
Demonstrate personal and professional and loyalty including modelling values and vision.	E
Demonstrate a capacity for sustained hard work.	E
Confident in use of ICT as a teaching, learning, communication and administrative tool.	E
Personal Qualities and Attributes	
Dependable, reliable with an excellent record of attendance.	E
Willing to go the extra mile, have high levels of stamina, energy and personal resilience, and be able to think creatively and innovatively.	E
Able to adapt to changing circumstances and new ideas in a positive and creative manner, including the strategic direction of the school, and to communicate these positively to others in order to sustain a can-do approach across the school.	E
A good sense of humour and the ability to keep things in proportion.	E
Proven ability to forge partnerships and build positive working relationships, negotiate with, and influence partners and other stakeholders.	E

This School is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.