

Person Specification
St Ives Junior Primary School
Headteacher Person Specification

Essential criteria for shortlisting	How identified			Desirable	
	FORM	LETTER	INTERVIEW		
Qualifications and experience				- Substantive Headship or evidence of NPQH, NPQH plus or other relevant Headteacher qualification - experience of leading, supporting and challenging teaching and non - teaching staff - experience of working in partnership with Governors - a commitment to the continuous professional development of staff - successful experience of liaising with external agencies - evidence of recent and relevant further study, including management training - commitment to promoting the school in the community - evidence of establishing a good rapport with parents - an understanding of the implications of a coastal setting and diverse catchment area - an understanding of junior school headship - effective operational knowledge of Foundation Stage and Key Stage 1 and particularly Key Stage 2 - evidence of good teaching practice - proven ability to lead and manage the curriculum - commitment to enhancing school provision through extra-curricular activities - successful experience of managing budgets and/or resources	Desirable criteria can be identified in the letter of application and/or at interview.
Appropriate initial teaching qualification	✓				
Qualified teacher status in England and Wales	✓				
Recent, relevant successful senior leadership and management experience in school(s) or a similar position within a Local Authority/Academy	✓				
Professional knowledge and skills					
Extensive knowledge and understanding of current educational issues and legislation		✓	✓		
A good understanding of and commitment to safeguarding and promoting children's welfare and wellbeing	✓		✓		
Leadership and management					
Evidence of managing change effectively		✓	✓		
Evidence of contributing to the raising of standards through continuous and sustainable school improvement		✓	✓		
Experience of monitoring, evaluating and taking action on the		✓	✓		

effectiveness of teaching and learning					
Philosophy					
Evidence of a commitment to the development of the whole child		✓	✓		
Evidence of an inclusive approach towards the education of all children and an understanding of the TIS approach		✓	✓		
Personal Qualities					
Excellent written and verbal communication skills and the ability to use these effectively with all stakeholders.			✓		
Outstanding interpersonal skills and the ability to manage a team with rigour and warmth.			✓		

Unless you are able to provide clear evidence that you fulfil ALL essential criteria required either in the form or letter you CANNOT be shortlisted for interview