



## Steeple Claydon School and Pre-school Headteacher – Person Specification

Salary Range: L8-L20  
 Contract type: Permanent  
 Reporting to: Chair of Governors

Area	Essential	Desirable
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified Teacher Status</li> <li>• Up to date safeguarding training and knowledge of safeguarding legislation</li> <li>• Evidence of Continuing Professional Development relating to school leadership and curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH/NPQSL/ NPQSENCO or evidence of further study</li> <li>• IOSH certification</li> <li>• DSL certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of successful senior leadership and management in a primary school setting</li> <li>• Evidence of successfully leading school improvement</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Experience of improving teaching and learning</li> <li>• Experience of leading curriculum development</li> <li>• Experience of successfully improving outcomes for disadvantaged pupils</li> <li>• Experience of leading and motivating teams</li> <li>• Strong behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership and management experience in more than one school</li> <li>• Experience of teaching and learning across more than one key stage</li> <li>• Leading safeguarding</li> <li>• Ability to demonstrate a clear rationale for behaviour management strategies</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Good data analysis skills and the ability to use data</li> </ul>	<ul style="list-style-type: none"> <li>• Successful experience of managing school budgets</li> </ul>

	<p>to set targets and identify areas for development</p> <ul style="list-style-type: none"> <li>• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve</li> <li>• Ability to manage, monitor and review available resources, ensuring value for money</li> <li>• Strong written and verbal communication skills</li> <li>• Excellent interpersonal skills</li> <li>• Ability to plan, prioritise and organise self and others</li> </ul>	<p>and strategic financial planning</p> <ul style="list-style-type: none"> <li>• Evidence of managing change projects</li> </ul>
<p><b><i>Personal Qualities</i></b></p>	<ul style="list-style-type: none"> <li>• A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual.</li> <li>• High expectations of self and others</li> <li>• Commitment to the wellbeing and professional development of all staff</li> <li>• Ability to establish and maintain positive working relationships with staff, pupils, parents, governors, other professionals and the wider community</li> <li>• Ability to inspire and motivate all stakeholders</li> <li>• Strong commitment to raising standards for all pupils</li> <li>• Ability to think analytically and creatively and demonstrate initiative in solving problems</li> <li>• Show a good commitment to sustained attendance at work</li> </ul>	