



The LETTA Trust Headteacher Person Specification

Stebon Primary School

1. Qualifications and Professional Development

- **Qualified Teacher Status (QTS) and Degree** (essential)
- **National Professional Qualification for Headship (NPQH)** (desirable)
- **Continuous Professional Development**
Evidence of recent, high-level leadership training and a commitment to keeping pace with pedagogical research (essential)

2. Leadership and Strategic Experience

- **Proven Senior Leadership**
Extensive experience as a Headteacher in a complex primary setting (desirable)
- **Collaboration**
Experience working within a collaborative structure, showing an ability to balance school autonomy with shared goals (desirable)
- **Change Leadership**
A track record of leading school improvement through periods of significant change or challenge (essential)
- **Staff Empowerment**
Experience in building motivated and effective teams through coaching, mentoring, and performance management (essential)

3. Teaching, Curriculum and Pupil Achievement

- **High-Expectations Culture**
A relentless focus on closing attainment gaps, particularly for disadvantaged pupils and those with SEND (essential)
- **Diversity**
Expertise in leading a curriculum that meets the needs of a diverse community (desirable)
- **Data-Driven Leadership**
The ability to use complex data to identify trends and ask questions (essential)
- **Quality Assurance**
Expert knowledge of what effective teaching looks like and the ability to coach others to reach that standard (essential)

4. Operational, Financial and Risk Management

- **Budgetary Oversight**
Ability to manage school budgets, ensuring financial health and best value (essential)
- **Resource Management**
Experience in managing the unique logistical challenges of a large-scale primary site (premises, health & safety, and high-volume recruitment) (desirable)
- **Analytical Problem Solving**
Ability to evaluate complex organisational risks and develop creative, decisive solutions (essential)

5. Communication and Community Engagement

- **Servant Leadership**
An outward-facing leader who can engage effectively with a diverse East London community, building strong partnerships within and beyond the school (essential)
- **Vision and Influence**
Ability to articulate the school's and the LETTA Trust's vision to others, inspiring confidence and collective effort (essential)
- **Conflict Resolution**
Skilled in handling sensitive or difficult conversations with diplomacy, reconciliatory skills, and professional firmness (essential)

6. Safeguarding

- **Safeguarding Expertise**
Beyond 'understanding,' you must show experience in managing complex safeguarding cases and fostering a 'culture of vigilance'. (essential)

7. Personal Attributes

- **Ethics and Integrity**
Absolute commitment to the Nolan Principles and upholding the reputation of the teaching profession (essential)
- **Resilience**
The emotional intelligence and stamina required to lead a large school in a complex urban environment (essential)
- **Inclusive Values**
A deep-seated commitment to equal opportunities and the inclusive ethos of the LETTA Trust (essential)

8. Governance and Accountability

- **Trust Relations**
Ability to work transparently with the Local Governing Board and the Trust Executive Team, providing clear, honest reporting and welcoming professional challenge (essential)