



Stoke Mandeville Combined School

Caring, Inspiring and Achieving Together

Headteacher: Mrs E Stewart B.Ed. Hons (Lon) NPQH
office@smcs.org.uk
www.stokemandeville.bucks.sch.uk
Telephone 01296 612371

Lower Road
Stoke Mandeville
Aylesbury
Buckinghamshire
HP22 5XA

Headteacher - Person Specification

January 2026

Qualifications and Continuing Professional Development	Essential or Desirable	Evidence Source
Recognised degree or equivalent	Essential	A
Qualified Teacher Status	Essential	A
Hold NPQH or commit to undertaking this course upon appointment	Desirable	A
A recent and appropriate track record of professional development relating to school leadership	Essential	A
A track record of collaborative working with other schools	Desirable	A, I

Experience	Essential or Desirable	Evidence Source
Successful experience of teaching and leadership across the Primary stage	Essential	A, I
Experience of being a member of the Senior Leadership Team in a primary school	Essential	A, R
Proven track record in raising educational standards for all pupils in EYFS, KS1, KS2, as well as specific groups	Essential	A, I, R
Understanding of strategic financial planning, budgeting and resource management	Desirable	A, I
Commitment to fostering and developing the relationships between the school, local and wider community.	Essential	A, I
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I
A commitment to effective continuous professional development for all	Essential	A, I
Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g. SEND, EAL, Most Able, PP, FSM, gender)	Essential	A, I

Knowledge and Skills	Essential or Desirable	Evidence Source
Able to articulate and share an ambitious strategic vision that gains ownership throughout the school	Essential	A, I
Knowledge and understanding of current education issues, regional and national developments and best practice in education	Essential	A, I
Ability to evaluate the standards of teaching and learning in school to raise standards	Essential	A, I, R
Ability to work successfully with the staff and Governing Board and wider parent body	Essential	A, I
Ability to provide concise and accurate reports to a range of stakeholders including the Governing Board and the Local Authority	Essential	A, I
Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences at all levels	Essential	A, I, R
Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promote inclusion	Essential	A, I, R
Evidence of appropriate safeguarding training at senior leadership level	Essential	A, I, R
Experience of working with outside agencies	Desirable	A

Personal Skills and Attributes	Essential or Desirable	Evidence Source
Excellent interpersonal and communication skills	Essential	A, I
Reflective practitioner, able to respond to and shape the creative energies of the leadership team and others	Essential	A, I
Commitment to ensuring a healthy work life balance and promoting the health and wellbeing of all within our school community	Essential	A, I
Ability to apply analytical, creative and flexible solutions in response to the changing demands in school	Essential	A, I
Demonstration of a high degree of personal integrity	Essential	A, I