

Headteacher Personal Specification

Qualifications	Essential	Desirable
Qualified teacher status (QTS)	✓	
NPQH		✓
Evidence of commitment to further professional training	✓	
Current safer recruitment training		✓
Current Child Protection qualification		✓
Experience	Essential	Desirable
Extensive teaching and leadership and management experience within the primary stage of education with knowledge of all key stages, including foundation stage.	✓	
Experience of leading a primary school		✓
Experience of communicating effectively, both orally and in writing, to a wide variety of audiences and in a variety of settings	✓	
Experience of developing a school curriculum demonstrating progression of skills in each subject and clear intent, implementation and impact	✓	
Experience of establishing and sustaining a high standard of behaviour for all children.	✓	
Knowledge, skills and understanding	Essential	Desirable
Commitment to inclusion, meeting the needs of all children, including the vulnerable, those with special needs/disabilities and potential high achievers.	✓	
Demonstrates the vital importance of children's mental health and personal development.	✓	
Ability to support, maintain and develop the ethos of the school.	✓	

Knowledge and experience of effective school evaluation and strategic planning to bring about sustained school development.	✓	
Skills to evaluate and improve learning through outstanding teaching and the support of children.	✓	
The ability to motivate and enable all staff to carry out their roles to the highest standard through both performance management and continuing professional development.	✓	
An up to date knowledge and understanding of current legislation and guidance in relation to safeguarding.	✓	
Effective management of own workload and support for all staff to achieve appropriate work-life balance.	✓	
Commitment to working transparently with the Governing Body.	✓	
Ability to manage financial and human resources effectively to achieve the school's priorities, improve the quality of education for all pupils and provide value for money.	✓	
Plans effectively, prioritises, sets targets and delivers in a timely manner.	✓	
Ability to motivate and encourage the children to achieve 'beyond expectation'.	✓	
The ability to build effective relationships with all members of the school community, leading by example and coaching others to bring about improvement.	✓	
Qualities	Essential	Desirable
The ability to inspire trust and commitment from the whole school community.	✓	
A commitment to continuing professional development.	✓	
Positive attitude towards your own wellbeing and that of the school community.	✓	
Is approachable and is a good listener.	✓	
Is able to remain calm in times of pressure and stress.	✓	