Sytchampton Endowed Primary School

**Headteacher**

**Person Specification**

Please see below the qualities we are looking for in our new headteacher. Evidence for these will be gathered from the application (A), during the interview (I) and from tasks undertaken on the day of interview (T). Each is categorised as essential (E) or desirable (D).

|  |  |  |
| --- | --- | --- |
|  | Essential / Desirable | Evidence |
| **Qualifications** | | |
| * Qualified teacher status | E | A |
| * Degree | E | A |
| * National Professional Qualification for Head Teachers (where relevant) | D | A |
| **Experience** | | |
| * Evidence of initiating, managing, evaluating and sustaining whole-school changes and improvement | E | A I |
| * Effective deployment of working partnerships with other stakeholders | E | A I |
| * Experience of financial management | E | A I |
| * Recent successful experience as a Deputy, Assistant or Headteacher | D | A I |
| * Demonstrable experience of successful line-management and staff development | D | A I |
| * In-depth experience of several curriculum areas and supporting SEND | D | A I |
| **Professional Development** | | |
| * Evidence of recent continuing professional development relating to school leadership and management | E | A |
| * Experience of working with other schools and organisations | E | A |
| **Strategic Leadership and “Shaping the Future”** | | |
| * Experience of working closely with a governing body | E | A I |
| * Ability to build effective working relationships | E | A I |
| * Ability to communicate a vision and inspire others | E | A I |
| * Ability to lead and work with others to develop a solution to a challenging curriculum or other issues | D | A I |
| **Leading Learning and Teaching** | | |
| * A secure understanding of the requirement of the National Curriculum and the Early Years Foundation Stage | E | A I |
| * Experience of effective monitoring and evaluation of teaching and learning | E | A I |
| * A belief that fun is at the heart of learning and that a child’s happiness is key to effective learning | E | I |
| **Leading and Managing Staff and the Organisation** | | |
| * Experience of conducting performance management and supporting the continuing professional development of colleagues | E | A |
| * Understanding effective budget planning and resource deployment | E | A |
| * Ability to lead by example, enthuse and motivate others | E | I |
| * Experience of working with governors on challenging issues | E | A |
| * Successful involvement in staff recruitment, appointment and induction | E | A |
| * A belief in the school environment as a family environment, encouraging teaching staff, non-teaching staff and pupils alike to maximise their potential | E | I |
| * Show an appreciation of the challenges of a village school in a changing educational environment | D | A I |
| **Skills, Qualities and Abilities** | | |
| * Effective communicator (to staff, pupils, governors, parents, wider education community) | E | A I |
| * Ability to plan, monitor, evaluate, review and lead by example | E | A I |
| * Ability to work under pressure and prioritise effectively | E | A |
| * Inspirational and dynamic leadership style and the ability to manage effective teams | E | I |
| * Vision, creativity, approachability and humour | E | I |