

# Person Specification

School: The Meadows Primary School

The Post: Headteacher

In making this appointment, the Governors will be seeking a candidate who will demonstrate the following essential skills and experience, personal qualities and managerial strategies:

Criteria	Essential Requirements	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Holds NPQH qualification or working towards this, with the expectation to have obtained NPQH qualification by 1 September 2025 (the start of the post).</li> </ul>	
Teaching & Learning	<ul style="list-style-type: none"> <li>• Teaching experience with a strong commitment to outstanding classroom practice</li> <li>• Demonstrable knowledge of how children learn across EYFS, KS1 and KS2 and what good teaching looks like?</li> <li>• Excellent communication, listening and interpersonal skills</li> <li>• Experience of high-quality provision for pupils with SEND including those with complex needs</li> </ul>	<ul style="list-style-type: none"> <li>• Has taught across EYFS, KS1 and KS2</li> <li>• Knowledge of online learning and developing blended approaches to teaching</li> </ul>
Leadership & Management	<ul style="list-style-type: none"> <li>• Commitment to the School's ethos and values</li> <li>• Experience of leadership in a Primary school</li> <li>• Is an inspirational and innovative leader of teaching and learning</li> <li>• Experience of line and/or performance management</li> <li>• Experience of supporting staff development and team building</li> <li>• Able to delegate management tasks and monitor their delivery</li> <li>• Familiarity with school budgets and effective management of financial resources including staff and LA support</li> <li>• Experience of working with other professional agencies, learning networks and partnerships e.g. EHCP</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of reporting to Governors</li> <li>• Experience of Ofsted and/or SIAMS inspection(s)</li> </ul>

	<ul style="list-style-type: none"> <li>Secure knowledge of the current Ofsted and Statutory Inspection of Local Authority maintained schools</li> </ul>	
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Strategic Development	<ul style="list-style-type: none"> <li>Organisational and planning skills, being flexible and responding to external demands</li> <li>Experience in school self-evaluation and development planning</li> <li>Ability to gather a variety of key insights into school performance across the spectrum of activity and translate this into development activity</li> <li>Ability to implement a strategic approach to pupil assessments and adapt curriculum and frameworks to meet individual needs</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using ASP</li> </ul>
Personal attributes	<ul style="list-style-type: none"> <li>Passionate about children's learning</li> <li>A great communicator</li> <li>Ability to build and maintain relationships with the wider partners of the school e.g. governors, parents, LA, ITE partnerships, arts partnerships</li> <li>Ability to multi-task</li> <li>A team player, reliable and supportive</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of a commitment to continuous development including keeping abreast of current knowledge creation in education research</li> </ul>