

Toll Bar Primary Headteacher Person Specification

X notes weather the criteria is essential / desirable

(Assessment key: 'A' is application; 'I' is interview and 'R' are references)

	Essential	Desirable	Assessed
<p>Qualifications and Training</p> <ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of recent and relevant continuing professional development including leadership • Degree • Post graduate level qualification or recognised alternative 	<p>X</p> <p>X</p> <p>X</p>	<p></p> <p>X</p>	<p>A</p> <p>A & I</p> <p>A</p> <p>A</p>
<p>Relevant Experience</p> <ul style="list-style-type: none"> • Recent experience as a successful senior leader in the primary phase • Proven outstanding teaching ability • Curriculum leadership experience • Proven experience of leading the raising of standards in teaching and learning • Strategic leadership in building and maintaining effective relationships with Governors, parents, the community, LA and wider partners • Strategic planning and resource management • Experience in leading school improvement planning and self-evaluation • Experience of leading and managing successful change • Experience of full primary age range • Experience of managing Personnel and Health/ Safety issues 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p>A & R</p> <p>A & R</p> <p>A & R</p> <p>A & R & I</p> <p>A & R & I</p> <p>A & I</p> <p>A & R & I</p> <p>A & R & I</p> <p>A</p> <p>A & I</p>
<p>Knowledge & understanding of</p> <ul style="list-style-type: none"> • Models of effective teaching and learning • Models of behaviour and attendance management • Up to date knowledge of the National Curriculum (& EYFS curriculum) • Safeguarding requirements • SEND legislation and practice requirements • Current educational priorities, legislation, research and developments • Strategies to promote individual and team development • School improvement strategies to include raising attainment, data analysis, target setting and appraisal 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & R & I</p> <p>A & R & I</p>

<ul style="list-style-type: none"> Financial planning and budget management 	X		A & I
<ul style="list-style-type: none"> Successful management strategies for monitoring the quality of teaching and learning, pupil outcomes and the quality of provision 	X		A & R & I
<ul style="list-style-type: none"> Developed vision and philosophy to include inclusion, ethos, communication, behaviour, school improvement and diversity 	X		A & I
<ul style="list-style-type: none"> School self-evaluation and its relationship with the process of school development and improvement 	X		A & R & I
<ul style="list-style-type: none"> The work of other agencies and opportunities for successful collaboration with them 	X		A & I
<ul style="list-style-type: none"> Working with, and understanding the role of school Governors 	X		A & I
Professional Skills			
<ul style="list-style-type: none"> Outstanding strategic leadership skills 	X		A & R & I
<ul style="list-style-type: none"> Ability to lead, monitor and evaluate the quality of teaching and learning 	X		A & R
<ul style="list-style-type: none"> Collaborative partnership working to secure the commitment and support of the wider community 	X		A & I
<ul style="list-style-type: none"> Effective interpersonal and communication skills (including written, oral, ICT and presentation) 	X		A & I
<ul style="list-style-type: none"> The delivery (use and impact) of new technologies to support teaching and learning 	X		A & I
<ul style="list-style-type: none"> Highly developed organisational, self-management and time management skills 	X		A & I
<ul style="list-style-type: none"> Ability to motivate, enthuse and empower staff and pupils 	X		A & I
<ul style="list-style-type: none"> Proven ability to think creatively to anticipate and to identify problems and needs and to construct solutions 	X		A & R & I
Personal Qualities			
<ul style="list-style-type: none"> Resilient, empathetic, approachable, have strong interpersonal skills and passionate about inclusion. 	X		A & I
<ul style="list-style-type: none"> Open to innovation and willingness to take onboard different views. 	X		A & I
<ul style="list-style-type: none"> Commitment to the personal development of pupils empowering pupil voice. 	X		A & I