

Headteacher - Person Specification

E = Essential, D = Desirable, A = Application, I = Interview, P = Presentation

Criteria	Qualities	Essential / Desirable	Measures
Qualifications and training	Qualified teacher status	E	A
	Degree	E	A
	National Professional Qualification for Headship	D	A
	Evidence of commitment to own professional development	E	A+I
Experience	Successful senior leadership and management experience in a 'whole school' context	E	A+I
	Extensive teaching experience to a high standard	E	A+I
	Demonstrable experience of leadership and school improvement	E	A+I
	Involvement in school self-evaluation and development planning	E	A+P
	Demonstrable experience of successful line management and staff development	E	A+I
	Experience and knowledge of meeting the needs, and improving outcomes for all pupils including those with SEND, EAL and Pupil Premium	E	A+P
	Experience of leading on people development	E	A+I
	Experience of support and contribution to a Trust school to support school model	D	A+ I
	Skills and knowledge	Data analysis skills, and the ability to use data to set targets and identify support and key areas to develop in pupil outcomes	E
Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve		E	A+P
Understanding of research evidence in high quality teaching and learning		E	A+P
Demonstrable evidence of research informed practice		D	A+I
Understanding of effective continuous professional development		E	A+I
Understanding of school finances and financial management		E	I
Effective communication and interpersonal skills		E	I
Ability to communicate a vision and inspire others		E	P
Ability to embed a coaching culture		D	A
Ability to build effective working relationships		E	A
Personal qualities	A commitment to getting the best outcomes for all pupils and promoting the inclusive mission and values of the Trust and school	E	P + I
	Ability to work under pressure and prioritise effectively	E	A+I
	Commitment to maintaining confidentiality, at all times	E	I
	Commitment to safeguarding and equality	E	I
	Sense of humour	E	P + I