



Person Specification for the post of Headteacher William Shrewsbury Primary School

Prepared By: The Governing Body and CCLT Trust

Date: April 2023

Listed below are the requirements that the governors consider to be necessary in undertaking the role of Headteacher at William Shrewsbury Primary School.

Attributes	Requirements	Essential/	Measurement
	·	Desirable	
Qualifications	Qualified Teacher Status	Essential	APP
	Honours Degree or equivalent	Essential	APP
	 Recent and relevant ongoing CPD 	Essential	APP F/I
	 NPQH or further qualification 	Desirable	APP
Experience	Recent and relevant experience as a primary Senior Leader	Essential	APP F/I LOA
	 A proven track record of raising achievement through successful leadership 	Essential	APP F/I LOA
	 Working with and engaging the involvement of external partners and the local community 	Desirable	APP F/I LOA
	Experience of successful collaboration with other schools	Desirable	APP F/I LOA
Knowledge and	Knowledge and understanding of current		
Understanding	issues and best practice including:		
	Safeguarding children and young people	Essential	APP F/I/ LOA ASS
	 What constitutes a good and outstanding school 	Essential	APP F/I/ LOA ASS
	 Teaching pedagogy and research 	Desirable	APP F/I/ LOA ASS
	The process of strategic planning and school self-evaluation	Essential	APP F/I/ LOA ASS
	Ways to communicate and translate a shared vision into practice	Essential	APP F/I/ LOA ASS
	• Leading the management of change	Essential	APP F/I/ LOA ASS
	Application of new technologies to	Essential	APP F/I/ LOA ASS
	 teaching, learning and management Comparative data and performance indicators to establish benchmarks and 	Essential	APP F/I/ LOA ASS
	set targets for improvementsNational policy framework and current educational legislations and initiatives	Essential	APP F/I/ LOA ASS

	 Principles of effective teaching and assessment for learning 	Essential	APP F/I/ LOA ASS
	 Roles and responsibilities of Trust boards, local governing boards, local authorities and the requirements of accountability School budget management and financial 	Essential	APP F/I/ LOA ASS
	responsibilities • Strategies for fostering school	Desirable	APP F/I/ LOA ASS
	improvement, including attendance and behaviour for learning	Essential	APP F/I/ LOA ASS
	Equal opportunities and commitment to their pursuit	Essential	APP F/I/ LOA ASS
	Legal issues relating to school management Cood understanding of the current	Essential	APP F/I/ LOA ASS
	 Good understanding of the current Ofsted Framework 	Essential	APP F/I/LOA
Personal Qualities	Commitment to the welfare and	Essential	APP F/I/ LOA ASS
	 safeguarding of young people Strong personal motivation, resilience and drive to ensure school improvement 	Essential	APP F/I/ LOA ASS
	A genuine enthusiasm for, and commitment to, the development of young people, and concern for the	Essential	APP F/I/ LOA ASS
	development of colleagues and members of the wider school community The ability to inspire, motivate staff, pupil's and the wider community and engage their active commitment in your	Essential	APP F/I/ LOA ASS
	• Commitment to ensuring inclusion,	Essential	APP F/I/ LOA ASS
	addressing diversity and accessSuccessful experience in equalising opportunity	Essential	APP F/I/ LOA ASS
	Commitment to own personal and professional development and that of all	Essential	APP/F/I/LOA
	 staff High order analytical and problem- solving skills and the ability to make 	Essential	APP F/I/ LOA ASS
	 informed judgements Excellent communication skills in a variety of media to a range of audiences including pupils, parents/carers, colleagues and the wider school 	Essential	APP F/I/ LOA ASS
	communityAbility to work under pressure and to	Essential	APP F/I/ LOA ASS
	 meet deadlines The ability to project the school in a positive way and continue to enhance the school standing and role at the heart of the community 	Essential	APP F/I/ LOA ASS

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 The ability to engage parents in 	Essential	APP F/I/ LOA ASS
supporting children's learning		
 The ability to fill the role of lead 	Essential	APP F/I/ LOA ASS
professional in classroom practice		
 Commitment to an open, collaborative 		
style of management	Essential	APP F/I/ LOA ASS
 Evidence of collaborative working and 		
networking with others, within and	Essential	APP F/I/ LOA ASS
beyond the school to build and sustain a		
learning community		
 The ability to understand and appreciate 		
the school's current strengths and the	Essential	APP F/I/ LOA ASS
ways in which these might be further		
developed		
 The ability to form and maintain 	Farantial	ADD 5/1/1 OA ACC
appropriate relationships and personal	Essential	APP F/I/ LOA ASS
boundaries with young people		
 The ability to promote a school culture 		
and curriculum which takes into account	Essential	APP F/I/ LOA ASS
the richness and diversity of the wider	Laseilliai	AFF 1/1/ LOA ASS
community		
• Sense of humour, a warm approach and	Essential	F/I
a genuine interest in working with	Loscilla	' / '
others.		

MEASURED BY KEY:

APP = Application form LOA = Letter of Application ASS = Assessment activities F/I = Formal Interview

In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and;
- Attitudes to use of authority and maintaining discipline

If a candidate is short-listed any relevant issue arising from references will be taken up at interview. Please be aware that social media checks will be carried out on short-listed candidates.